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नई विस्तो, सनिवाद, मार्च 13, 1993/फाल्गुन 22, 1914

No. 111

NEW DELHI, SATURDAY, MARCH 13, 1993/PHALGUNA 22, 1914

इ.स. भाग में भिन्न पृष्ट संस्था वी जाती है जिससे कि वह असग संस्थान के रूप में रखा जा सबे

Separate Paging is given to this Part in order that it may be filed as a separate compliation

unt II-men 3-my-men (ii)
PART II-Section 3-Sub-Section (ii)

भारत सरकार के मंत्रालयों (एका मंत्रालय को छोड़कर) द्वारा जारो किये गत्रे श्रीविक कादेश झौर अधिसूचनाएं Statutory Orders and Notifications issued by the Ministries of the Government of India (other than the Ministry of Defence)

> वित्त मंत्रालय (व्यय विभाग) नई दिल्ली, 19 फरवरी, 1993

का.ग्रा. 466---राष्ट्रपत्ति,भारत के संविधान के प्रनुष्छेद 77 के खंड (3) के प्रनुसरण भें बित्तीय गक्तियों का प्रत्यायोजन नियम, 1978 का भौर संशोधन करने के लिए निम्नलिखित नियम बनाते हैं, प्रथीत्:--

- (1) इन नियमों का संक्षिप्त नाम वित्तीय शक्तियों का प्रत्यायोजन (संशोधन) नियम, 1993 हैं।
 (2) ये राजपत्र में प्रकाणन की तारीख की प्रवृत्त होंगे।
- 2. विसीय गिक्तकों का प्रत्यायोजन नियम, 1978 की ग्रनुसूची 6 में सारणी के नीचे "टिप्पण" में "2.50 रुपए " शस्य में श्रीर श्रंक के स्थान पर "3.50 रुपए " शब्द और श्रंक रखे जाएंगे [सं.एफ 1 (18) -ई-II (ए) / 92] अनुराधा प्रसाद, अवर सचिव

टिप्पण:—ग्रिधिमूचना संका. श्रा. 2131 तारीख 23 जुलाई 1978 द्वारा प्रकाशित वित्तीय शक्तियों का प्रत्यायोजन नियम, 1978 का बाद में निम्नलिखित द्वारा संशोधन किया गया है:—

- (i) श्रधिसूचना सं. का. ग्रा. 1887 नारीख 9-6-1979
- (ii) श्रिधसूचना मं. का. श्रा. 2942, तारीख 1-9-1979
- (iii) ग्रिधिसूचना सं.का.ग्रा. 2611, तारीख 4-10-80
- (iv) अधिसूचना सं. का. ग्रा. 2164, तारीख 15-8-1981
- (v) प्रधिमूचना सं. का. थ्रा. 2304 तारीख 5-9-1981
- (vi) श्रिष्ठिसूचना सं. का. श्रा. 3073 नारीख 4-9-1982
- (vii) श्रधिमूचना सं. का.श्रा. 4171, तारीख 11-12-1982

- (viii) ग्रधिसूचना सं. का. ग्रा. 1314 तारीख 26-2-1983
- (ix) प्रधिसूचना सं. का. श्रा. 2502 तारीख 4-8-1984
 - (x) अधिसूचना सं. का. थ्रा. 22, तारीख 5-1-1985
- (xi) मुख्यित्र सं० का० आ० 1958, तारीख 11-5-1985
- (xii) अधिसूचना सं० का० आ० 3082 तारीख 6-7-1985
- (xiii) प्रधिसूचना सं. का. ग्रा. 3974 तारीख 24-8-1985
- (xiv) मधिसूचना सं. का. आ. 5641 तारीख 21-12-1985
 - (XV) ग्रधिसूचना मं. का. ग्रा. 1548 तारीख 19-4-1986
 - (XVI) भ्रधिसूचना सं. का. ग्रा. 3183 तारीख 20-9-1986
- (xvii) मधिसूचना सं. का. मा. 3787 तारीख 8-11-1986
- (xViii) प्रधिसूचना सं. का. ग्रा. 2508 तारीख 19-9-1987
- (xix) श्रधिसूचना सं. का. ग्रा. 3092 तारीख 7-11-1987
- (XX) भिधिसूचना सं. का. था. 3581 तारीख 10-12-1988
- (XXI) प्रधिसूचना सं. का. ग्रा. 641 तारीख 17-3-1990
- (XXII) ग्रिधिसूचना सं. का. श्रा. 1469 तारीख 26-5-1990
- (XXIII) अधिसूचना सं० का० आ० 2173 तारीन्य 18-8-1990
- (XXIV) श्रधिसूचना सं. का. भ्रा. 3033 तारीख 17-11-1990
- (XXV) भ्रधिसूचना सं. का. भ्रा. 3414 तारीख 22-12-1990
- (xxvi) अधिसूचना सं० का० आ० 534, तारीख 23-2-1991
- (xxvii) मधिसूचना सं. का. ग्रा. 2235 नारीन्द्र 24-8-1991
- (xxviii) म्रधिसूचना सं. का० ग्रा. 547 (ई) तारीख 24-7-1992

MINISTRY OF FINANCE (Department of Expenditure)

New Delhi, the 19th February, 1993

- S.C. 466.—In pursuance of clause (3) of article 77 of the Constitution of India, the President hereby makes the following rules further to amend the Delegation of Financial Powers Rules, 1978, namely:—
- 1. (1) These rules may be called the Delegation of Financial Powers (Amendment) Rules, 1993.
- (2) They shall come into force on the date of their publication in the Official Gazette.
- 2. In Schedule VI to the Delegation of Financial Powers Rules, 1978, in the Note below the Table, for the words and figures "Rs. 2.50", the words and figures "Rs. 3.50" shall be substituted.

[No. F-. 1(18)-E.II(A)/92] ANURADHA PRASAD, Under Secy.

Note: The Delegation of Financial Powers Rules, 1978 published vide Notification No. S.O. 2131, dated July 22. 1978 have subsequently been amended by:—

- (i) Notification No. SO. 1887, dated 9-6-1979.
- (ii) Notification No. SO, 2942, dated 1-9-1979.
- (iii) Notification No. SO. 2611, dated 4-10-1980.
- (iv) Notification No. SO. 2164, dated 15-8-1981.
- (v) Notification No. SO. 2304, dated 5-9-1981.
- (vi) Notification No. SO. 3073, dated 4-9-1982.
- (vii) Notification No. SO. 4171, dated 11-12-1982.
- (viii) Notification No. S.O. 1314, dated 26-2-1983.
- (ix) Notification No. SO. 2502, dated 4-8-1984.
- (x) Notification No. SO. 22, dated 5-1-1985.
- (xi) Corrigendum No. SO. 1958, dated 11-5-1985.
- (xii) Notification No. SO. 3082, dated 6-7-1985.
- (xiii) Notification No. SO. 3974, dated 24-8-1985.
- (xiv) Notification No. S.O. 5641, dated 21-12-1985
- (xv) Notification No. SO. 1548, dated 19-4-1986.
- (xvi) Notification No. SO. 3183, dated 20-9-1986.
- (xvii) Notification No. SO. 3787, dated 8-11-1986,

(xviii)

(xix) Notification No. SO. 3092, dated 7-11-1987.

Notification No. SO. 2508, dated 19-9-1987.

- (xx) Notification No. SO. 3581, dated 10-12-1988,
- (xxi) Nofification No. SO, 641, dated 17-3-1990.
- (xxii) Notification No. SO. 1469, dated 26-5-1990.
- (xxiii) Notification No. SO. 2173, dated 18-8-1990.
- (xxiv) Notification No. SO. 3033, dated 17-11-1990.
- (xxv) Notification No. SO. 3414, dated 22-12-1990.
- (xxvi) Notification No. SO. 534, dated 23-2-1991.
- (xxvii) Notification No. SO. 2235, dated 24-8-1991.
- (xxviii) Notification No. SO. 547(E), dated 24-7-1992

(राजस्य विभाग) केन्द्रीय प्रत्यक्ष कर बोर्ड नई दिल्ली, 23फरवरी, 1993

श्रायकर

का. ग्रा. 467.—श्राम सूचना के लिए एतद्द्रारा यह ग्रधिसूचित किया जाता है कि केन्द्रीय प्रत्यक्ष कर बोर्ड द्वारा नीचे उल्लिखित संस्था को भायकर श्रधिनियम, उपधारा (2) के खंड 1961 की धारा 35ही की से (iii) तक भे (ए) − उपखंड (i) उल्लिखित किसी निर्धारिती के कारीबार कर के लिए संभाव्यता रिपोर्ट को तैयार करने परियोजना रिपोर्ट को तैयार करने ग्रथवा सर्वेक्षण का श्रथवा किसी भ्रन्य सर्वेक्षण भ्रायोजन करने के संबंध में कार्य करने के प्रयोजनार्थ ग्रन-मोदित किया गया है।

संस्था

प्रोजेक्ट्स एंड डिवेलपमेंट इंडिया लि., पोस्ट बाक्स सं. 125, ए-14 सैक्टर-1 नोण्डा 201, 301 जिला गाजियाबाद (उत्तर प्रदेश) यह प्रिधिमूचना दिनांक 9-12-1991 से 8-12-1994 तक की प्रविध के लिए प्रभावी है।

[सं. 9222/ फा. सं. 203/6/92-म्रायकरिन . l I] म्रजय कुमार, अवर सिंचव

(Department of Revenue)
Central Board of Direct Taxes
New Delhi, the 23rd February, 1993

INCOME-TAX

S.O. 467.—It is hereby notified for general information that the concern mentioned below has been approved by the Central Board of Direct Taxes for purposes of carrying out the work in connection with the preparation of the feasibility report or the preparation of project report or conducting market survey or any other survey for the business of an assessee as is referred to in sub-clauses (i) to (iii) of clause (a) of sub-section (2) of Section 35D of Income-tax Act, 1961.

CONCERN

Projects & Development India Limited. Post Box No. 125, A-14, Sector-I, Noida-201 301, Dist. Chaziabad (U.P.).

This Notification is effective for a period from 9-12-1991 to 8-12-1994.

[No. 9222/F. No. 203/6/92-ITA.II] AJAY KUMAR, Urder Secy.

कोयला मंत्रालय

नई दिल्ली, 8फरवरी, 1993

का.भा.468.—केन्द्रीय सरकार ने, कोयला धारक क्षेत्र (ग्रर्जन भीर विकास) ग्रिधिनियम, 1957 (1957 का 20) की (जिसे इसमें इसके पश्चात् उक्त श्रिधिनयम कहा गया है) धारा 7 की उपधारा (1) के प्रधीन निकाली गई भारत सरकार के तत्कालीन ऊर्जा मंत्रालय (कोयला विभाग) की प्रिक्षसूचना संख्यांक का.धा. 1415 तारीख 26 प्रप्रैल, 1990 द्वारा, जो भारत के राजपत्त, भाग 2, खंड 3, उपखंड (ii) तारीख 19 मई, 1990 के पृष्ठ 1681 में 1685 पर प्रकाणित की गई थी और जिसका श्रधिसूचना संख्यांक का.धा. 3284, तारीख 20 नवम्बर, 1990 द्वारा, जो भारत के राजपत्र, भाग 2, खंड 3, उपखंड (ii), तारीख 8 दिसम्बर, 1990 के पृष्ठ 5979 से 5970 पर प्रकाणित की गई थी, संशोधन किया गया था, उस श्रधिसूचना से संलग्न धनु-सूची में विनिद्धिट भूमि का श्रर्जन करने के प्रचने श्राणय की सूचना दी थी.

केन्द्रीय सरकार की जानकारी में यह बात लाई गई है कि राजपक्ष में उक्त प्रधिसूचना के प्रकाशन में मुद्रण प्रकृति की कतिषय गलनियां पाई गई हैं।

प्रतः, केन्द्रीय सरकार, उक्त ग्रिधिनियम की धारा 7 की उपधारा (1) क्वारा प्रवत्त मिक्तियों का प्रयोग करते हुए, तारीख 19 मई, 1990 के राजपत्र में प्रकाणित उक्त अधि-सूचना से संलग्न ग्रनुसूची में निम्निलिखित ग्रीर संगोधन करती है:—

पुष्ठ 1683 पर ---

"ग्राम खंडाल (भाग) में भ्रजित किए जाने वाले प्लाट संख्यांक गीर्षक के नीचे—

प्रथम पंक्ति में, 2384 (भाग) के स्थान पर 2383 (भाग) पढ़ें।

2391/12404 के स्थान पर 2391/2404 पढ़ें।

"सीमा वर्णनः ब्लाक कि'के शीर्षक के नीचे——

तीसरी पंक्ति में, '5999' के स्थान पर "5990" पढें।

चौथी पंक्ति में, "3225" के स्थान पर "3220" पढ़े।

पुष्ट 1684 पर---

रेखा ख-ग-घ में --

दूसरी पंत्रित में, "प्लाट संख्या 179, 185" के स्थान यर

"त्लाट संख्या 179 तथा प्लाट संख्या 179, 185" पर्वे।

तीसरी पंक्ति में, ''दक्षिणी'' के स्थान पर ''उत्तरी'' पढें।

रेखा घ-ध 1- च 2-ड, में---

प्रथम पंक्ति में, "साम्मालत" के स्थान पर सम्मिलित" पढें।

"भागत" के स्थान पर "भागतः" पहें। तीसरी पंत्रित में, "223" के स्थान पर "228" पहें। रेखा ड-ढ-ण में--

छठी पंक्ति भें, "1162" के स्थान पर "1112" पढ़ें भौर

"उत्तरी सीमा" शब्द का लोग करें। श्राठबीं पंक्ति में, "ग" के स्थान पर "ण" पढ़ें।

पुष्ठ 1685 पर

''ग्राम नरहरिपुर (भाग) में ग्राजित किए जाने वाले प्लाट संख्यांक शीर्षक के नीचें—

दूसरी पंक्ति में, "587 (भाग)" के स्थान पर "582 (भाग)" पढ़ें।

तीसरी पंक्ति में, "143/1369" के स्थान पर "143/1319" पढ़ें।

''ग्राम अनादिपुर (भाग) में श्रिजित किए जाने वाले प्लाट संख्या'' शीर्षक के नीचे—

दूसरी पंक्त में, ''100/171'' के स्थान पर 108/171 पड़े चौथी पंक्ति में, ''25/205'' के स्थान पर ''26/205'' पढें।

तथा

140/209 (भाग) के स्थान पर 148/209 (भाग) पढें।

पांचवींपंक्तिमें, "89/219" के पश्चात् श्रौर "90/221 से पहले "90/220" श्रन्तःस्थापित करें।

"सीमा वर्णतः ब्लाक 'ख' शीर्षक के नीचे---

रेखा थ-द-ध में---

तीसरी पंक्ति में, "220" के स्थान पर "228," पढ़ें छठी पंक्ति में, "मोती हुई" के स्थान पर "होती हुई" पढ़ें।

रेखा ब-म-ध मैं---

दूसरी पंक्ति में, —"30" के स्थान पर "38" पहें। तीसरी पंक्ति में, "382" के स्थान पर "302" पढें।

कोई व्यक्ति, जो ऐसी किसा भूमि में, जिसकी बाबत उपर्युक्त संशोधन जारी किया गया है, हिसबद्ध है, इस ग्रधि-सूचना के निकाले जाने से तीस दिन के भीतर उक्त सम्पूर्ण भूमि या उसके किसी भाग या ऐसी भूमि में या उस पर के किसी ग्रधिकार का ग्रर्जन किए जाने के बारे में उक्त श्रधि-नियम की धारा 8 की उपधारा (1) के निबंधनों के श्रमुसार श्रापत्ति कर सकेगा।

स्पष्टीकरण:

केवल इस प्रधिसूचना के द्वारा संशोधित प्लाट संख्यांक प्रादि की बाबत उक्त प्रधिनियम की धारा 8 की उपधारा (1) के निबंधनों के श्रमुसार तीस दिन की उक्त ग्रवधि इस प्रधिसूचना के निकाल जाने की तारीख से श्रारम्भ होगी। केन्द्रीय सरकार ने, भारत के राजपत्न, तारीख 4 श्रप्रैल, 1987 के पृष्ठ 1397 से 1400 पर प्रकाशित अधि-मूचना संख्यांक का.आ. 905, तारीख 20 मार्च, 1987 द्वारा कोयला नियंत्रक, 1 काउंसिल हाउस स्ट्रीट, कलकत्ता को सक्षम प्राधिकारी नियुक्त किया है।

> [सं. 43015/11/89-एल.एस. ७क्ट्यू.] वी.वी. राष्ट्र, ग्रवर

MINISTRY OF COAL

New Delhi, the 8th February, 1993

S.O. 468.—Whereas by the notification of the Government of India in the then Ministry of Energy (Department of Coal) number S.O. 1415, dated the 26th April, 1990, issued under sub-section (1) of section 7 of the Coal Bearing Areas (Acquisition and Development) Act, 1957 (20 of 1958) (hereinafter referred to as the said Act) and published at pages 1674 to 1690 in Part II, Section 3, Sub-section (II) of the Gazette of India, dated the 19th May, 1990, and amended by notification number S.O. 3284, dated the 20th November, 1990 and published at pages 5279 to 5280 in Part II Section 3, Sub-section (ii) of the Gazette of India, dated the 8th December, 1990, the Central Government gave notice of its intention to acquire the lands specified in the Schedule appended to that notification;

And whereas it has been brought to the notice of the Central Government that certain errors of printing nature have occurred in the publication of the said notification ir the Gazette;

Now, therefore, in exercise of the powers conferred by sub-section (i) of section 7 of the said Act the Centra Government hereby further amends the Schedule appended to the said notification as published in the Official Gazette dated the 19th May, 1990 as follows:—

- at page 1686, in plot numbers to be acquired in village Hensamul, in line 9 for "985/6880" read "985/6080";
- at page 1687, in plot numbers to be acquired in village Langijoda, in line 1, for "3|7 to 312" read "307 to 312";
- in the heading against item number 7; for the word "Madam Mohan pu (part)" read "Madanmohanpur (part)".
- in the heading against item number 8, for the word "Balugaon Khamar"; read "Balugaon Khamar";
- in item No. 8, in line 1, for "86(P)" read. "86(P)" and in line 2, for "72|354" read "42|354";
- at page 1688, in Boundary Description B-C D, in line 3, for "4565" read "4564";
- in Boundary Description D-D1-D2-E, ;
- in line 4, for "190" read "109";
- in Boundary Description M-N-O;;
- in line 5, for "832, 832" read "832" and in line 7, the word "northern" shall be omitted;
- at page 1689, in line 1, the word 'boundry' appearing before the word "through" shall be omitted;
- in the Schedulee relating to Block 'B' against heading "Total" for "242.43 Acres read "241.43 Acres";

Any person interested in any land, in respect of which the above amendment has been issued, may, within thirty days of the issue of this notification, object to the acquisition of the whole or any part of the said land, or any right in or over such land in terms of sub-section (1) of section 8 of the said Act.

Explanation:

In respect of the plot numbers, etc., amended through this notification only, the said period of thirty days in terms of sub-section (1) of section 8 of the said Act starts running from the date of issue of this notification. The Coal Controller, 1, Council House, Street, Calcutta has been appointed by the Central Government as the Competent Authority vide notification number S.O. 905 dated the 20th March, 1987 published in the Gazette of India dated the 4th April, 1987 at pages 1397-1400.

[File No. 43015/11/89-LSW] B. B. RAO, Under Sccy.

ग्रामीण विकास मन्नालय

विपणन एवं निरीक्षण निवेशालय

फरीवाबाद, 23 फरवरी, 1993

का. श्रा. 469—साधारण श्रेणीकरण तथा चिन्हांकन नियमावली, 1988 के श्रधीन मुझको प्रदत्त शक्ष्तियों का प्रयोग करते करते हुए मैं, ओ. पी. बिहारी, कृषि विपणन सलाहकार, भारत सरकार एतद्द्वारा स्तम्म (1) में उल्लिखित नियमों के श्रनुसरण में, न्निपुरा राज्य में घरेलू मंडी के लिए कृषि उपज (श्रेणीकरण तथा चिन्ह्ंकन) श्रिधिनियम, 1937 (1937 का 1) के श्रधीन निर्धारित श्रेणीकरण तथा चिन्ह्ंकन नियमों एवं श्रेणी श्रीभधानों के श्रनुसार कृषि और श्रन्य उत्पादों के श्रेणीकरण और चिन्ह्ंकन के संदर्भ में स्तम्भ (3) में विनिर्दिष्ट राज्य सरकार के श्रिधकारियों को स्तम्भ (2) में यथा उल्लिखित ग्रिधकारों का प्रयोग करने का श्रिधकार देता हूं।

माधारण श्रेंणीकरण तथा चिन्ह्रांकन नियमावली, 1988 के नियम का मंदर्भ	प्रत्यायुक्त मक्तियां	राज्य के ग्रा धिकारी का पदनाम
1	2	3
नियम 3 (4)	घरेलू श्रेणीकरण के लिए प्राधिकरण प्रमाण पद्म प्रदान करने हेतु श्रावेदन प्राप्त करना,	उप निदेशक, कृषि (विपणन) कृषि विभाग, विपुरा संस्कार, ग्रगरतला
नियम 3(5)	श्रावेदक की सदाशयता के सत्यापन तथा परिसरों, प्रयोगशाला, संसाधन एककों के निरीक्षण की व्यवस्था करना तथा घरेलू श्रेणीकरण के लिए प्राधिकरण प्रमाण पस्र प्रधान करने हेतु सिकारिश करना ।	
नियम 4	विकेन्द्रीकरण श्रेणीकरण के वारे में प्राधिकरण प्रमाण पत्न का नवीनी- करण करना,	-वही
नियम 8(2)	एगमार्ग श्रेणीकरण के लिए प्राइवेट वाणिज्यिक प्रयोगशाला के ग्रनु- मोदन की सिकारिश करना,	यहो
नियम 12	विकेन्द्रीकरण श्रेर्णाकरण के बारे में श्रेणी श्रभिधान चिन्हों को जारी करना श्रथवा प्रयोग को रोकना,	व ही- -
नियम 14	किसी भी भनुसूचित वस्तु के बारेःमें सूचना, रिपोर्ट, विवरणा प्राप्त - करना,	- वर्हीं
नियम 3(8) (ख)	प्राधिकृत श्रेणीकरण परिसरों का निरीक्षण करना तथा यह पता लगाना कि विकेन्द्रीकरण वस्सुओं का श्रेणीकरण तथा चिन्ह्वंकन सही रूप में किया गया है।	∼वही⊷
नियम 3 (8) (ग)	विकेन्द्रीकरण श्रेणीकरण के प्राधिकृत पैकरों द्वारा रखे ंगए रिकार्ड की की जांच करना,	-वही

1	2	3
नियम 3(8)(घ)	श्रेणी ग्रिभिधान चिन्ह लगे हुए किसी पैकेज को खोजना तथा। करना तथा किसी भी श्रेणीकृत उपज के नसून लेना परन्तु स के लिए संदाय किया जाएगा।	
नियम 3(8)(ड)	विकेन्द्रीकरण श्रेणीकरण के मधीन भाने वाली किसी भी श्रेणी का श्रेणी मभिधान चिन्ह रद्द करना या उसे हटाना यदि वह श्रेणी विनिर्देशनों के भनुरूप नहीं है।	

[सं. क्यू. 11011/6/91 - क्यू. सी. 3] ओ.पी. बिहारी, कृषि विपणन सलाहकार

MINISTRY OF RURAL DEVELOPMENT

(Directorate of Marketing and Inspection)

Faridabad, the 23rd February, 1993

S.O. 469—In exercise of the powers conferred on me under the General Grading and Marking Rules, 1988 1, O.P. Behari, Agricultural Marketing Adviser to the Government of India hereby delegate, in pursuance of the rules cited in column (1), authority to exercise the powers, as specified in column (2), to the officers of the State Government specified in column (3), in respect of grading and marking of agricultural and other produce in accordance with the grade designations and the Grading and marking Rules prescribed under the Agricultural Produce (Grading and Marking) Act, 1937 (1 of 1937) for domestic market in the State of TRIPURA.

Reference rule of the GGM Rules, 1988	Powers delegated	Designation of the State Officer
1	2	3
Rule 3 (4)	To receive the application for graot of Certificate of Authorisation for domestic gradign;	Dy. Director of Agriculture (Marketing), Department of Agriculture, Govt. of Tripura, Agartala.
Rule 3(5)	To arrange for verification of bonafides of the applicant and inspection of the premises, Laboratory, Processing Units and to recommend grant of C.A. for domestic grading;	-do-
Rule 4	To renew the Certificate of Authorisation in respect of de-centralised grading;	-do-
Rule 8 (2)	To recommend approval of private commercial laboratory for Agmark grading;	-do-
Rule 12	To withhold issue or use of grade designation marks in respect of decentralised grading;	-do-
Rule 14	To obtain information, report return in respect of any of the scheduled articles;	-do-
Rule 3(8)(b)	To inspect the authorised grading premises and to ascertain that grading and marking of decentralised commodities is correctly performed;	-do-
Rule 3(8)(c)	To examine the record maintained by the authorised packers of decentralised grading;	- u)-
Rule 3(8)(d)	To open and inspect any package bearing grade designation mark and to take samples of any graded produce provided all samples shall be paid for;	-d°-
Rule 3(8)(e)	To cancel or to remove the grade designation mark from any graded articles covered under decentralised grading if found not conforming to the prescribed grade specifications.	-do-

	पैटोर्	लियम ग्रों	र प्राकृतिक ग	त मंत्रालय	ī		1	2	3	4	5	6
	, X,,,		ो, 16 फरवरी, 19									
							छारा(जारी)		47/1	0	0.3	
का.मा	T. 47	0:केन्द्रीय	सरकार ने, पै	ट्रोलियम	और	खनिज			104	0	0	
माइन	(भमि	में उपयोग	के मधिकार का	मर्जन) मधि	ानिधम,	1962			106	0	0.5	
962 🕈	न्न 5 0)) (जिसे इस	में इसके पश्चात्	उक्त ग्रधिनि	यम कहा	गया			107	0	33	
की ध	मप्त ः	की उपधा	रा (1) के मर्घ	निजारी ध	ही गई	मारत			109	0	03	
नार के	पैट्रो लि	नयम ं औ र	प्राकृतिक गैस मंद्र	(लय की	प्रधिसूचन	ार्स.			110	0	13	
म्रा. १	895 स	ारीख २।	मार्च, 1992, द्वा	रा पेट्रीलिय	म के प	रिवहन			111	0	0	
सिग् प	गाइपलाइ	हन विकाने	के प्रयोजनार्य उ	त प्रधिसूच	।नासे	उपाव द			112	0	0	
सुची में	में विनि	विष्ट भूमि	में उपयोग के ग्रा	घकारों के	घर्जन ने	. ग्र पने			125	0	10	
		ाकी ची;							126	0	0.2	
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लम्ध क	हरादी ग	गई चीं;							132	0	7	
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			ारा ६ का उपव सरकार को रिपोर						6726/137	0	11	
44 All	। अकार् ।	य क्यान	प्रसम्बद्धः चन्ना १९५०	. તતા છ	r				139	0	11	
केन्द्री	य सर्	नार का उप	कत रिपोर्ट पर वि	चार करने	के पश्च	ात् यह			139	0	11	
			स ग्रधिसूचना से						1447	0	1	
			।कार का भ्रर्जन कि		-				1449	0	32	
•									1 573	0	02	
			उपत ग्रिविनियम						1594	0	23	
			का प्रयोग करते						1595	0	0.6	
			ष्ट मूमि में उपयी	ग के मधिक	ार प्रजि	त करने			1596	0	06	
चोषण	ल्य स्टब्स्टि											
. 414-1	।। कारता	`ह;									1.5	
									1598	0	15	
यह	और 1	कि केम्द्रीय	सरकार उक्त धा						1 598 601 2/1 61 7	0	06	
थह दत्त गरि	अपीर 1 विक्यों व	कि केम्द्रीय का प्रयोग क	रते <mark>हुए</mark> यह निदे	श देती है	कि उक्त	भूमियों			1598 6012/1617 6013/6017	0		
यह दत्त गरि : उपयो	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	त्रते हुए यह निर्दे ज्याय सरकार में	श देती हैं निहित होने	कि उक्त के बजा	भूमियों ए सभी			1 598 601 2/1 61 7	0	06	
यह दत्त गरि : उपयो	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	रते <mark>हुए</mark> यह निदे	श देती हैं निहित होने	कि उक्त के बजा	भूमियों ए सभी			1598 6012/1617 6013/6017	0 0	06 04	
यह दत्त गरि उपयो एलंगमों	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	त्रते हुए यह निर्दे ज्याय सरकार में	श देती हैं निहित होने	कि उक्त के बजा	भूमियों ए सभी			1598 6012/1617 6013/6017 6014/6017	0 0 0	06 04 02	
यह दत्त गरि उपयो एलंगमों	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	तरते हुए यह निदे ल्द्रीय सरकार में इंडियन ऑयल को	श देती हैं निहित होने	कि उक्त के बजा	भूमियों ए सभी			1598 6012/1617 6013/6017 6014/6017 1618	0 0 0 0	06 04 02 09	
यह दत्त गरि उपयो एलंगमों	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	त्रते हुए यह निर्दे ज्याय सरकार में	श देती हैं निहित होने	कि उक्त के बजा	भूमियों ए सभी			1598 6012/1617 6013/6017 6014/6017 1618 1627 1611/2 1632	0 0 0 0 0	06 04 02 09	
यह दत्त गरि उपयो एलंगमों	अपीर 1 मिलयों व गिका	कि केम्द्रीय का प्रयोग क मधिकार के	त्रते हुए यह निवे ज्याय सरकार में इंडियन ऑयल को सनुसूची	श देती हैं निहित होने पॅरिशन सिर्व	िक उक्त के बजा मेटेंड में	भूमियों ए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634	0 0 0 0 0	06 04 02 09 13	
यह दत्त गरि उपयो एलगर्मी प्रेगा ।	अपोर कितयों व गिका गिका गिस्	कि केम्द्रीय का प्रयोग क मधिकार के	तरते हुए यह निदे ल्द्रीय सरकार में इंडियन ऑयल को	श देती हैं निहित होने पॅरिशन सिर्व	कि उक्त के बजा	भूमियों ए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690	0 0 0 0 0 0 0 0	06 04 02 09 13 10	
यह इस गा उपयो एलगर्मी पेगा ।	अपोर कितयों व गिका गिका गिस्	कि केम्द्रीय का प्रयोग क प्रक्षिकार के कत होकार,	त्रते हुए यह निवे ज्याय सरकार में इंडियन ऑयल को सनुसूची	श देती हैं निहित होने पॅरिशन सिर्व	िक उक्त के बजा मेटेंड में	भूमियों ए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691	0 0 0 0 0 0 0 0 0	06 04 02 09 13 10 10	
यह इस गा उपयो एखंगमों गिगा । हसीलः	अर्थेर विकास व विकास विकास वि	कि केम्ब्रीय का प्रयोग क प्रक्षिकार के कत होकर, बहाबुर- गड़	त्रते हुए यह निवे ज्वीय सरकार में इंडियन ऑयल को सनुसूची जिला : रोहरा	श देती हैं निहित होने पॅरिशन सिर्व	कि उक्त के बजा मेटेड में राज्यः ह	भूमियों एए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695	0 0 0 0 0 0 0 0	06 04 02 09 13 10 17	
यह इस गा उपयो एलंगमों ोगा । हसीलः	अर्थेर किल्यों क गिका गिका सिम्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकार, बहाबुर- गई हदबस्त	त्रते हुए यह निवे न्द्रीय सरकार में इंडियन ऑयल को मनुसूची जिला : रोहता मुस्तताल नं./	श देती हैं निहित होने पॅरिशन सिर्व	िक उक्त के बजा मेटेंड में	भूमियों एए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699	0 0 0 0 0 0 0 0 0	06 04 02 09 13 10 17 05	
यह इस गा उपयो एलंगमों ोगा । हसीलः	अर्थेर किल्यों क गिका गिका सिम्	कि केम्ब्रीय का प्रयोग क प्रक्षिकार के कत होकर, बहाबुर- गड़	त्रते हुए यह निवे ज्वीय सरकार में इंडियन ऑयल को सनुसूची जिला : रोहरा	ष वेती हैं निहित होने पॅरिशन सिर्व ह	कि उन्त के बजा मेटेड में राज्य: ह क्षेत्रफल	भूमियों एए सभी निहित			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699 1700	0 0 0 0 0 0 0 0 0	06 04 02 09 13 10 10 17 05 06	
यह इस गा उपयो एलंगमों ोगा । हसीलः	अर्थेर किल्यों क गिका गिका सिम्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकार, बहाबुर- गई हदबस्त	त्रते हुए यह निवे न्द्रीय सरकार में इंडियन ऑयल को मनुसूची जिला : रोहता मुस्तताल नं./	श देती हैं निहित होने पॅरिशन सिर्व	कि उक्त के बजा मेटेड में राज्यः ह	भूमियों ए सभी निहित रियाणा वर्ग-			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699 1700 1706	0 0 0 0 0 0 0 0 0 0	06 04 02 09 13 10 10 17 05 06 07	
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यह इस गाँ उपयो स्लंगमों ोगा । हसील :	जोर विक्तयों के कित्यों के कि मुख्	कि केम्ब्रीय का प्रयोग व प्रक्षिकार के कत होकार, बहाबुर- गड़ हदबस्त नं.	त्रते हुए यह निवे न्द्रीय सरकार में इंडियन ऑयल को मनुसूची जिला : रोहतः मुस्ततील नं./	ष वेती है निहित होने पॅरिशन लिर्ग ह	भि उन्त के बजा मेटेंड में राज्य: ह क्षेत्रफल	भूमियों ए सभी निहित रियाणा वर्ग- मीटर			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699 1700 1706 1708 1709	0 0 0 0 0 0 0 0 0 0	06 04 02 09 13 10 17 05 06 07 09 25	
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यह इस गाँ उपयो हस्रोगा । इसील :	जोर विक्तयों के कित्यों के कि मुख्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकर, बहाबुर- गई हदबस्त नं.	हरते हुए यह निर्दे जिल्लीय सरकार में इंडियन ऑयल को सनुसूची जिला : रोहता मुस्ततील नं./ किला नं. 4 16 17 598 2/18 598 4/18 6719/19/1 6719/19/1	ण वेती हैं निहित होने पेरिशन िर्मा हैक्टर 4 0 0 0 0	कि उक्त के बजा मेटेड में राज्य: ह भोन्नफल मार 5 0 29 01 14 08 01	भू मियों ए सभी निहित रियाणा वर्ग- मीटर 6 51 51 92 99 52			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1700 1706 1708 1709 1766 1767 1768 1769 2117 6028/5674 6029/5674 5675/2118		06 04 02 09 13 10 17 05 06 07 09 25 10 08 10 01 07 04 15 02	
यह इस गाँ उपयो एलंगमों रिगा । हसील :	जोर विक्तयों के कित्यों के कि मुख्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकर, बहाबुर- गई हदबस्त नं.	प्रते हुए यह निवे जिल्लीय सरकार में इंडियन ऑयल को मनुसूची जिला : रोहता मुस्ततील नं./ किला नं. 4 16 17 5982/18 5984/18 6719/19/1 6719/19/2 6720/19/3	ण वेती हैं निहित होने पेरिशन सिर्व हैक्टर 4 0 0 0 0 0	कि उक्त के बजा मेटेड में राज्य: ह क्षेत्रफल मार 5 0 29 01 14 08 01 01	भू सियों ए सभी निहित रियाणा वर्ग- मीटर 6 51 51 92 99 52 52			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699 1700 1706 1708 1709 1766 1767 1768 1769 2117 6028/5674 6029/5674 5675/2118 5676/2128		06 04 02 09 13 10 10 17 05 06 07 09 25 10 08 10 01 07 04 15 02 11	
यह दत्त गाँ : उपयो (एस)गाँ (गा । हसील : गाँव का	जोर विक्तयों के कित्यों के कि मुख्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकर, बहाबुर- गई हदबस्त नं.	पति हुए यह निवे जिल्लीय सरकार में इंडियन ऑयल को सनुसूची जिला : रोहतः मुस्ततील न'./ किला नं./ किला नं. 4 16 17 5982/18 5984/18 6719/19/1 6719/19/2 6720/19/3 29/3	प्य वेती हैं निहित होते पेरिशन सिर्व हैक्टर 4 0 0 0 0 0	कि उक्त के बजा मेटेड में राज्य: ह क्षेत्रफल मार 5 0 29 01 14 08 01 01	भू सियों ए सभी निहित विग- विग- विश्व 51 51 01 92 09 52 53 12			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1699 1700 1706 1708 1709 1766 1768 1769 2117 6028/5674 5675/2118 5676/2128 6568/5677		06 04 02 09 13 10 17 05 06 07 09 25 10 01 07 04 15 02 11 06 06	
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यह दत्त गाँ : उपयो (गा । (गा । हसील :	जोर विक्तयों के कित्यों के कि मुख्	कि केन्द्रीय का प्रयोग न प्रक्षिकार के कत होकर, बहाबुर- गई हदबस्त नं.	पते हुए यह निवे जिया सरकार में इंडियन ऑयल को सनुसूची जिला : रोहरू मुस्ततील न'./ किला नं. 4 16 17 5982/18 5984/18 6719/19/1 6719/19/2 6720/19/3 29/3 30	ण वेती हैं निहित होने पेरिशन सिर्म हैक्टर 4 0 0 0 0 0 0	कि उक्त के बजा मेटेड में राज्य: ह क्षेत्रफल मार 5 0 29 01 14 08 01 01 10 12 15	भू मियों ए सभी निहित विग- मीटर 6 51 51 01 92 09 52 52 52 12 90			1598 6012/1617 6013/6017 6014/6017 1618 1627 16:1/2 1632 5647/1634 1690 1691 5658/1695 1700 1706 1708 1709 1766 1767 1768 1769 2117 6028/5674 6029/5674 5675/2118 5676/2128 6568/5677 6571/2135		06 04 02 09 13 10 17 05 06 07 09 25 10 08 10 01 07 04 15 02 11 06 06 25 09	

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		2194	0	29	60		2,2	0	0.9	86
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		2216	0	21	75		8	0	01	01
		2219	0	00	76		9	0	10	3.7
		2239	0	0	51		12	0	11	38
		2240	0	0.9	36		19/1	0	10	8.8
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4.177.		20/1	0	0.7	0.8		20	0	11	33
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		11	0	11	36		20/2	0	00	0.5
		20	0	0.8	09		52			
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		5/1	0	0.9	36		14	0	02	78
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		6	0	11	38		16	0	0.5	5
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		24/2	0	0.5	8.2		4			3
		25	0	0.5	23					
		21				[संख्य	n-भार- 31 0 1	ह /1/92—ओ. मार	`,-1 (पा	かほ)
		4/1	0	06	58			कुलदीप (सह, भव	र सचि
		4/ 2	0	0.2	28			•		
		5	0	0	76	MINISTRY OF PI	TROLEUM	AND NATU	JRAL (GAS
		7	0	10	3 7	New Dell	ni, the 16th	February, 199	93	
		14	0	11	39		•			
		17	a	11	38	S.O. 470.—Whereas of India in the Minis				
		20	0	03	01	S. O. 895, dated the				
		24	0	10	62	section (1) of section	3 of the Pe	troleum and	Minora)	ls Pij
		26	J	1.0	94	lines (Acquisition of F 1962) hereinafter refe	ugnt of Use	r in Land) Ao the said Act	et, 1962 t), the	: (50 Cent
		3	0	£2	9.0	Government declared	its intention	to acquire th	e right	of u
		4		6	83	in the lands specified	in the Sche	dule appende	d to th	at no
		78	0	4	30	fication for the purpo	BC OI IRVIN	k pipcjine ioi	me u	ипер

And where	as the cop	ies of the said ne public on 13t	Gazette th May, 1	notifi 1992;	cation	1	2	3	4 	5 	6
		mpetent Author			ice of			6012/1617	0	06	07
sub-section (1) of section	n 6 of the said	d Act ha	is ma	de h's						
report to the					_			•			
		ral Government that the right o						1627	0	13	91
specified in th	s sausneu i ne Schedule	appended to the	is notific	ation :	should			1631/2	0	10	12
be acquired;					Continue						
Now, there	fore, in exe	rcise of the now	ers confe	rred b	y sub-					0 06 0 04 0 02 0 09 0 13 0 10 0 10 0 17 0 05 0 06 0 07 0 09 0 25 0 10 0 08 0 10 0 01 0 07 0 04 0 15 0 02 0 11 0 06 0 25 0 09 0 15 0 09 0 11 0 05 0 08 0 09 0 11 0 05 0 09 0 11 0 05 0 09 0 11 0 05 0 09 0 11 0 05 0 09 0 11 0 12 0 29 0 15 0 09 0 09 0 15 0 09 0 15 0 09 0 15 0 09 0 15 0 09 0 15	
		of the said Act,							_	0 06 0 04 0 02 0 09 0 13 0 10 0 17 0 05 0 06 0 07 0 09 0 25 0 10 0 08 0 10 0 01 0 07 0 04 0 15 0 02 0 11 0 06 0 07 0 09 0 15 0 09 0 09 0 09 0 09 0 09 0 09 0 09 0 0	
		hat the right c e appended to							_		
hereby acquir		F F						•	0 04 0 02 0 09 0 13 0 10 0 10 0 17 0 05 0 06 0 07 0 09 0 25 0 10 0 08 0 10 0 01 0 07 0 04 0 15 0 02 0 01 0 06 3 0 06 3 0 06 3 0 06 3 0 06 6 0 07 0 09 0 11 0 0 09 0 11 0 0 09 0 11 0 0 09 0 0 11 0 0 09 0 0 11 0 0 09 0 0 09		
And furthe	r in exercis	se of the powe	rs confer	red b	v sub-				0	0 02 0 09 0 13 0 10 0 10 0 17 0 05 0 06 0 07 0 09 0 25 0 10 0 08 0 10 0 01 0 07 0 04 0 15 0 02 0 11 0 06 0 07 0 09 0 15 0 09 0 11 0 09 0 15 0 09 0 10 0 09 0 09	
section (4) of	the said sec	tion, the Centra	ıl Govern	ment i	herebv			1706	0		88
directs that the	10 right of t Central Go	iser in the said	lands sha	ll inst	ead of						
brances, in th	e Indian Oi	l Corporation L	Al Government hereby lands shall instead of lands land								
		-									
	SCI	HEDULE									
Tehsil : Baha	durgarh	District : Rohte	k State								-
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Village	No.	Killa No.									
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			tare		tiare						
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		17	0	29	51						
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		30	0	12					_		
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		47/1	0	02	22			2241			78
		104	ŏ	0	76			2242			68
		106	0	05	83			2243	0		36
		107	0	22	- 00			2245			42
		109 110	.0	03	04			2268			63
		111	0	13	66	A	1.4	2269	v	U	25
		112	0	0	25 25	Agarpur	14	3 19	0	03	53
		125	. 0	10	62			20/1	0		08
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	16	0	10	12	<u> و د با </u>
	17	0	0	25	[No. R-31015/1/92-O.R.I. (Part-II)]
	24/2	0	05	82	WILL GATE GIANGLE TILLE COM
	25 21	0	05	31	KULDIP SINGH, Under Secy.
	<u></u>				
	4/1	0	06	58	न ई दि ल्ली, 16 फरवरी, 1993
	4/2	0	02	28	नहां प्रमान १० करवरा, १४५३
	5	0	0	76	
	7	0	10	37	का. श्रा. 471.— केन्द्रीय सरकार ने, पेंट्रोलियम और खनिज
	14	0	11	39	पाइपलाइन (भृमि में उपयोग के अधिकार का ग्रर्जन)
	17	0	11	38	श्रधिनियम, 1962 (1962 का 50) (जिसे इसमें इसके
	23 24	0	01	01	
	26	0	10	62	पश्चात् उक्त श्रिधिनियम कहा गया है) की धारा 3
					की उपधारा (1) के ब्रधीन जारी की गई भारत मरेकार
	3	0	6	83	के पैट्रोलियम और प्राकृतिक गैसमंत्रालय की अधिसूचना
	4	0	4	30	सं. का. श्रा. 896 तारीख 21 मार्च, 1992 द्वारा
	7	0	0	08	
	8	0	11	38	वैद्रोलियम के परिवहन के लिए पाइपलाइन विछाने के
	13/1	0	02	78	प्रयोजनार्थ उक्त श्रधिसूचना से उपाबद्ध श्रनुसूची में विनिर्दिष्ट
	13/2 18	0	08	60	भुमि में उपयोग के प्रधिकारों के श्रर्जन के श्रपने
	23	0	11 09	38 86	भ्राशय की योषणा की थी;
	34	V	Ų)	00	2003 10 10 10 10 40)
	2/2	0	04	05	राजपत्र प्रधिसूचना की प्रतियां जनता को 13 मई,
	8	0	01	01	1992 को उपलब्ध करांदी गंई थी;
	9	0	10	37	
	12 19/1	0	11	38	
	22	0 0	10 11	88 38	उक्त ग्रिविनियम की धारा 6 की उपधारा (1) के
	38-	o	11	30	श्रनुसरण में सक्षम प्राधिकारी ने केस्ट्रीय सरकार को रिपोर्ट
	1/1	0	0	25	देवी है;
	2/1	o '	11	38	વવા ફ,
	9/2	0	04	05	
	10 11	0	04	30	कोन्द्रीय सरकार का उक्त रिपोर्ट पर विचार करने के
	12	0	10	62 76	पश्चातः समाधान हो गया है कि इस श्रधिसूचना से
	20	0	0 11	76 38	
	21	ő	10	62	उपाबद्ध ब्रनुसूची में विनिदिष्ट भूमि में उपयोग का ग्रधि-
	48				कार का श्रर्जन किया जाए;
	6	۸	01	Δ1	
	15	0 0	01 07	01 08	
	16	0	11	38	भ्रतः, केन्द्रीय सरकार, उक्त भ्रधिनियमकी धारा 6
	25	Õ	10	88	की उपधारा (1) द्वारा प्रदत्त मक्तियों का प्रयोग करते
	49				हुए, इस श्रधिसूचना से उपायंद्ध अनुसूची में विनिधिष्ट भूमि
					•
	1/1	0	11	38	में उपयोग के प्रधिकार ग्रजित करने की घोषणा
	10 11	0	06	83	करति है ;
	20/2	0	04	05	•
	52	U	00	08	the order for deplets severally wears where the
					यह और कि केन्द्रीय सरकार उक्त धारा की उपधारा
	0	0	11	38	(4) द्वारी प्रवत्त मक्तियों का प्रयोग करते हुए, यह
	6	0	10	62	निदेभ देतीहै कि उक्त भूमियों केउपयोग का प्रधिकार
	14	0	02	78	केन्द्रीय सरकार में निहित होने के बजाए सभी विल्लगमों
	15 16	0	08	35	
	16 17	0	02	53	से मुक्त होकर इंडियन भायल कारपोरेशन लिमिटेड
	. /	0	08	60	में निहित होगा ।

		श्राधिसूची				1	2	3	4	5	6
तहसील	ः रोहनक	जिला रो	हतक रा	ज्य हरिया	nr			24/1	0	09	36
			, ,,,					24/2	0	01	77
गांव का	हदब् स्त	मुस्ततील नं०		नेत्र फॅ ल				136	0	11	13
नाम	नं	किलानं०	च हे क्टर		वर्गमी			7/1	0	04	30
			8461	अ।र 	वगम।			7/2	0	06	83
(1)	(2)	(3)	(4)	(5)	(6)			14	0	11	13
(\ <u>-</u> /	 -	· · · · · · · · · · · · · · · · · · ·			24	0	10	12
इस माईला	37	84						156			
11 विश		1/1	0	01	01			4	0	11	1 3
		1/2	0	06	32			7	0	09	61
		10	0	11	13			8	0	01	52
		11/1	0	04	05			13	0	05	56
		11/2	0	07	08			14	0	05	56
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		21	0	11	13			17/2	0	00	25
		109		0.7	9.0			18	0	09	36
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		10/3	0	02	78	(९) विसवा		16	0	14	16
		11	0	01	52			25	0	11	13
		110						73			
		5/1	0	01	01	·		14	0	11	13
		6/1	0	02	78			17/1	0	03	79
		6/2	0	00 -	2 5			24/2	0	06	83
		6/3	0	01	01			78			13
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		25	0	11	13 13			7	0	11	13
		111	v		10			14	0	11	13
		5	0	11	13			17/1	0	11	13
		6/1	0	10	12			24	0	111	13
		16/2	0	11	13				U	11	13
		25	0	11	13			103	•	٥.5	. .
		135						4	0	05	56
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	8	0	11	13			18/1	0	02	5 3
	13	0	08	60			18/2	0	08	35
	18	0	00	03			23	0	11	38
	19	0	06	83			28			
	136						3/1	0	05	82
	8	0	01	52			3/2	0	05	56
	9	0	09	61			8	0	10	88
	12	0	11	13			9/1/2	0	00	51
	19/1	0	03	54			12/1/3	0	01	01
	19/2	0	07	58			12/2/2	0	02	28
	2 2	0	11	13			13/1	0	00	25
	141						13/3	0	02	78
	1/1	. 0	00	51			19	0	11	38
	2	0	09	36			22/1	0	01	52
	9	0	11	13			22/2	0	09	86
	12	0	11	13			39			
	19	0	11	13			2	0	10	88
	21	0	00	51			9/2	0	09	36
	22	0	10	62			10	0	02	02
	147						11	0	09	36
	1	0	03	29			12	0	01	26
	2	0	07	58			20/1	0	08	10
	9	0	03	54			21/1	0	02	53
	10	0	07	59			21/2	0	09	11
	11	0	10	62			49			
	12	0	00	51			6	0	04	04
	20	0	11	13			15	0	10	37
	21/1	0	11	13			16	0	11	38
	151						25/1	0	00	2
	1	0	00	51			25/2	0	09	1
							25/3	0	01	5
मान्धरा							25/4	0	00	5
	14	0	02	5 3			50			
	15	0	06	83			1	0	10	8
	16/1	0	02	03			10	0	07	3
	16/2	0	00	09			11	0	01	0
	17/1	0	05	82			60			
	17/2	0	00	51			4	0	00	5
	17/3	0	02	78			5	0	10	8
	24	0	10	88			6	0	05	0
	19						7/1	0	02	2
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	17/1	0	10	37			6/2	0	11	38
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	24	0	10	12			15/3/1	0	05	31
	69						15/3/2	0	05	31
	3/1	0	01	01			16/2	0	11	38
	3 ₁ 1 4	0	09	36			2 5/ 1	0	11	3 8
	7	0	02	28			116			
	8/2	0	07	58			5	0	11	38
	13/1		00	3 1			6	0	11	38
	13/2		00	76			15	0	08	09
	13/3		10	62						
	18/1		00	25	नौमन्द	43	23			
	18/1		04	81			22/2	0	00	06
	18/1		00	51			44			
	18/2		05	56			3/1	0	10	88
	23/3		00	06			3/2	0	00	25
	23/2		11	38			8	0	11	13
		•					13/1/1	0	00	09
	84		0.0	01			13/1/2	0	10	62
	2/1	0	00	53			18	0	09	86
	2/2	0	03	93 01			19	0	00	28
	2/3	0	01				22	0	04	30
	3/1	0	00	02 51			23	0	04	30
	3/2	0	00	08				Ū	0.4	30
	3/3	0	07 01	01			48			
	8/2	0	10	37			2/1	0	04	80
	9	0 0	11	38			2 2	0	05	57
	12		11	38			3	0	01	27
	19	0 0	11	13			9	0	11	13
	22	U	11	13			12	0	11	13
	93						19/1	0	02	53
	25	0	01	52			19/2	0	08	60
	94						22/1	0	11	13
	1	0	05	8.2			70			
	2/1		05	31			1	0	05	31
	9	0	50	06			9	0	05	56
	10	0	11	38			11	0	08	60
	11	0	11	38			19	0	00	12
	20	0	11	38			20	0	11	13
	21/		06	07			21	0	11	13
	21/	2 0	03	04			73			
	10						1	0	11	13
	1/2	0	01	32			10	0	11	13
	10						11	0	10	37
	5	0	08	35			20	0	04	55
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T=		74		· ·				18	0	06	07
		16	0	05	56			19/1	0	00	2 5
		25	0	11	38			19/2	0	01	26
		89						22	0	07	. 5 9
		5	0	11	38			23	0	0.5	31
		6	0	13	66			74			
राकससंग	57	9						4	0	11	13
		4	0	06	58			7/1	0	01	52
		5	0	05	55			7/2/1	0	07	84
		6/1	0	00	25			8	0	02	02
		7	0	10	88			13	0	07	08
		14	0	11	13			14/1/2	0	01	01
		17	0	11	13			14/2/2	0	01	51
		24/1	0	05	82			18/1	0	05	06
		24/2/2	0	03	28			18/2	0	05	82
		10						23	0	11	13
		5/2/1	0	09	61			102			
		6	0	11	13			15/1	0	00	51
		15	0	11	13			15/2	0	01	01
		16	0	11	13			16	0	06	<i>5</i> 7
		24	0	01	26			25/1/1	0	03	28
		25	0	09	36			25/2/2	0	03	04
		- 11	•					104			
		1 5	0	00	76			1/2/2	0	01	51
		16	0	05	5 <i>6</i>			2	0	09	11
		25/1/1	0	03	54			9/1	0	00	25
		25/2/1	0	07	08			9/2	0	03	54
		12						10	0	07	59
		1	0	03	79			11	0	11	13
		12						12	0	00	10
		10	0	11	13			20	0	11	13
		11	0	10	68			21	0	11	13
		20	0	05	5 6			105			
		21	0	01	01			1	0	10	12
		72						10	0	11	13
		2/2	Λ	11	13			11/1	0	09	61
		3	0 0	00	09			20/2/2	0	04	5 5
		9	0	10	62				Ü	V-1	•••
		12	0	11	13			130			
		19	0	11	13			5	0	02	02
		22	0	11	13			7/1/2	0	09	41
			v	* *	10			7/2	0	01	52
		73	_					14/1	0	08	8.5
		3	0	11	13			14/2	0	02	29
		8	0	11	13			17	0	31	13
		13	0	11	13			24	0	10	62

1	2	3	4	5	6	1	2 3	4	5	6
		131				,	19	0	10	88
		5/1/2	0	05	82		20	0	01	27
		5/2/2	0	05	31		22/3	0	06	07
		6/1	0	11	13		22/2	0	00	76
		15	0	11	13		183			
		16	0	11	13		1/2	0	01	5 3
		24	0	02	28		$\frac{1}{2}$ 2/2	0	15	37
		25	0	09	35		9	0	11	13
		140					12	0	11	13
		4/1/2	0	02	78		19	0	11	13
		4/2/2	0	02	02		22	0	11	13
		4/3/2	0	06	57			v	• •	10
		7	0	11	13		204		0.0	0.5
		8	0	00	51		2	0	09	87
		14	0	07	08		9	0	11	13
retura	59	104	Ü	• •			12	0	11	13
ालाट	อุษ		0	04	55		19/1	0	05	56
		1					19/2	0	05	57
		2	0	05	56		22	0	11	13
		9/1	0	00	25		213			
		10	0	11	13		11	0	11	13
		11	0	11	38		12	0	00	10
		20	0	11	38		20	0	11	1.3
		21	0	06	32		21	0	11	13
		140					229			
		5	0	11	13	•	1	0	07	33
		6	0	11	13	_				
		15	0	11	13	रड़की	54	16		
		16	0	08	35		3/1	0	05	82
		25	0	10	62		3/2	0	01	26
		141					7/2	0	00	5 1
		1	0	00	25		8	0	11	38
		147/4	0	03	05		13/1	0	11	38
		5	0	07	08		18/2	0	00	76
		6	0	01	26		19/2	0	06	57
		7	0	08	10		22/2	0	06	32
		$\frac{7}{14/2}$	0	12	14		23/2	0	05	56
		17/1	0	09	87		21			
		17/2	0	01	26		2/2	0	11	38
		18	0	01	26		3	0	00	06
		23	0	10	88		11	0	00	0.5
		24/1	0	00	25		1 2/1	0	11	38
		$\frac{24}{1}$	0	01	01		19	0	06	07
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		174/2			U *±		- ~, ·	•	~ ~	
		174/3	0				20/2	U	0.5	0.6
		8	0	06	07		20/2 21/1	0	05 05	
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03	03	0	9	30	04	0	15	
63	10	0	10	82	05	0.	161	
87	10	0	11	25	00	0	162	
38	11	0	20	25	00	0	162	
52	01	0	21/1	61	09	0	25	
0 5	04	0	21/2				34	
			90	38	11	0	1	
62	10	0	5	38	1 1	0	10	
38	11	0	6	51	00	0	20/2	
79	03	0	1 5/1				4.4	
84	07	0	15/2	05	04	0	5/1	
38	11	0	16	55	04	0	5/2/1	
0.5	04	0	24	28	02	0	5/2/2	
34	07	0	25	54	02	0	6/1/1	
•			105	87	02	0	6/1/2	
36	09	0	4	01	01	0	6/2/1	
01	01	0	5	76	00	0	6/2/3	
88	10	0	7	50	00	0	6/2/5	
38	11	0	14	5 1	00	0	6/2/6	
62	10	0	17/2	77	01	0	7/1	
12	00	0	18	25	00	0	7/2	
32	06	0	23/3	12	10	0	14	
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			116	38	11	0	17	
11	09	0	3/1	38	1 I	0	24	
88	02	0	3/2				56	
06	00	0	4	52	01	0	3	
38	11	0	8	35	08	0	4/1	
38	11	0	13	52	01	0	4/2	
05	04	0	18/1	30	04	0	7/1	
55	04	0	18/2	02	02	0	8	
74	02	0	19	13	11	0	14	
12	10	0	22	38	11	0	17	
			129	88	10	0	24/1	
38	11	0	2				65	
28	02	0	9/1	61	09	0	4/2	
36	09	0	9/2	15	13	0	7	
51	00	0	11	09	08	0	13	
13	11	0	12	81	04	0	14	
55	04	0	19	90	12	0	18	
83	06	0	20	02	00	0	19/1	
38	11	0	21	06	00	0	22/1	
			138	11	09	0	22/2	
87	10	0	1	78	02	0	23/1	
13	11	0	10				80	
55	04	0	11	25	0.0	0	1	

1	2	3	4	5	6	1	2 3	4	5	6
		139					7	0	01	01
		1 5/1	0	00	76		14	0	07	33
		16/1	0	08	09		15	0	04	0 5
		16/2	0	02	53		16	0	09	11
		25	0	11	38		17	0	0.0	51
		147					24	0	0.9	11
		5/1	0	02	78		25	0	0.0	25
		5/2	0	08	09		10			
		6	0	10	37		4/2	0	04	81
		7	0	01	02		4/2	0	05	31
		14	0	08	09		4/3	0	00	51
		15	0	03	54		4/5	0	01	01
		17	0	11	38		7/2	0	01	27
		24	0	11	38		8/1	0	00	51
		156					8/2	0	01	01
		4	0	11	38		8/3	0	00	12
		7	0	07	33		13/1	0	03	03
		8	0	04	0.5		13/2	U	05	32
		13	0	10	87		13/3	0	00	76
		14	0	00	51		23/1	0	05	57
		18	0	11	38		23/2	0	05	81
		23	U	11	38		18			
		160					3/1	0	00	51
		2/2	0	01	52		3/2	0	10	87
		3	0	09	86		8/1/1	0	01	87
		8/1	0	00	06		8/1/2	0	00	06
		8/2	0	02	28		8/2	0	05	31
		9/1	0	05	32		. 9	0	03	54
		12	0	11	38		12	0	10	62
		19/1	0	02	53		13/1	O	01	01
		19/2	0	08	85		19	0	11	38
		167					22/1	0	08	86
		3	0	01	52		22/2	0	02	02
							21			
⊓संगी .	53	2					1	0	00	25
	40	6	0	0.0	06		2/1	0	05	82
		15	0	05	31		2/2	0	01	01
		16	0	11	13		9	0	06	83
		25	0	11	38		10	0	00	51
		3	J	7.			11	0	11	13
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		10	0	11	38		20/1	0	02	78
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		20	0	00	25		21/1	0	08	85
			V	00	40		33			
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पासंगी	⊸जारी	1/3	0	00	76	Tehsil: Roh	tak Dis	strict : Rohtak	State	: На	ryana
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		6	0	09	61						tiare
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		25	0	11	13			1/2	0	06	32
		36						10 11/1	0	11 04	13
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		5	0	05	82			109	0	11	13
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		14/1	0	00	51			10/2	0	01	01
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	[સન્લ્યા	न्नार-31015/	•					16 . 25	0	11 11	13 13
		,	मुलदीप सिह	, भ्रवर	साचव			111		••	
	New D	elhi, the 16th	February, 1	993				5 6/1	0	11 10	13
S.O. 471	Where	as by the noti	fication of	the Gove	roment			16/2	o	11	12 13
O. 896, ction (1)	dated the of section	nistry of Petro e 21st March n 3 of the Pe	i, 1992, iss troleum and	ued unde Mineral	s Pipe-			25 135	0	11	13
962) here	sinafter re	Right of Uses eferred to as	the said A	ct), the (Central			4/1	ø	00	25
lovernmer	nt de clare	d its intention d in the Sche	to acquire t	he right	of user			5 6	0	07	84
cation for	r the pur	pose of laying	pipeline fo	or the tr	ansport			7/1	0 0	07 03	59 54
f petrolet	-			_	_			14	Ö	07	08
And where made	oreas the available	copies of the to the	ne said Gaz on 13th Ma	ette noti av. 1992:	fication			15/1 51/2	0 0	02 01	78 26
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port to t	the Centra	l Government;	;					24/1 24/2	0	09 01	36 77
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ecified in	n t he S cho	odule appende	d to this no	ification	should			4	0	11	13
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ction (1) ent here	of section by declar n the Sci	n exercise of the saines that the integral that the integral appending the control of the contro	d Act, the calght of use	Central Cor in the	lands			14 24 156	0	06 11 10	83 13 12
And fur	ther in e	xercise of the	pcwers con	nferred b	v sub-			4	0	11	13
dtion (4)	of the sai	d section, the	Central Gov	ernment	hereby			7	0	09	61
iecis inat sting in t	the Centra	of user in the d Government n Oil Corpora	, vest, free f	rom all c	cag or			8 13	0	01 05	52 56

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Ismayila—co		14	0	05	56			10	0	0	7 5
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ismayila (9)	38	16						151			
Biswa		16	0	14	16			1	0	00	51
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		73	·			Gandhra	44	9			
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		78						17/1	0	05	82
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		23/1	Ō	01	26			17/1/2	0	00	25
		23/2	0	08	60			18/1	0	02	53
		119						18/2	0	08	35
								23	0	11	38
	•	3/2	0	11	13			28			
		8/1	0	11	13						
		13/2	0	11	13			3/1	0	05	82
		18/1	0	11	13			3/2	0	05	56
		23	0	11	13			8	0	10	88
		124						9/1/2	0	00	51
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		19/1	0	03	54			10	0	02	02
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		22	0	11	13			12	0	01	26
		141						20/1	0	08	10
								21/1	0	02	53
		1/1	9	00	51			21/2	0	09	11
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		9	0	11	13						
		12	0	11	13			6	0	04	05
		19	0	11	13			15	0	10	37
		21	0	00	51			16	0	11	38
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		147						25/2	0	09	11
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	THE C	AZETTE OF				13, 1993/11174		22, 171-	[FART II—S		
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Gaodhra-	-contd.	1	0	10	87			6/2	0	11	38
Ondenta	-como.	10	ŭ	07	33			15/1	0	00	51
		11	ő	01	01			51/3/1	0	05	31
			•	41	VI.			15/3/2	0	05	31
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		69						44			
		3/1	0	01	01			2/1	0	1/1	0.0
		4	0	09	36			3/1	0	10	88
		7	0	02	28			3/2	0	00	25
		8/2	0	07	58			8	0	11 00	13
		13/1	0	00	51			13/1/1			09
		31/2	0	00	76			13/1/2	0	10 09	62 86
		13/3	0	10	62			18 19	0	00	25
		18/1/1	0	00	25			22	0	04	30
		18/1/2	0	04	81			23	0	04	30
		18/1/3	0	00	51			23	v	77	50
		18/2/2	0	05	56			48			
		23/1	0	00	06						
		23/2	0	11	38			2/1	0	04	80
		84						2/2	0	05	57
					0.4			3	0	01	27
		2/1	0	00	01			9	0	11	13
		2/2	0	03	53			12	0	11	13
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		3/1	0	00	02			19/2	0	08 11	60 13
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		1	0	05	82			1	0	11	13
		2/1	0	05	31			10	0	11	13
		9	0	00	06			11	0	10	37
		10	0	11	38			20	0	04	
		11	0	11	38			21	0	00	06
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		24/1	ő	05	82			104			
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		10						2	0	09	11
		5/2/1	0	09	61			9/1	0	00	25
		6	ő	11	13			9/2	0	03	54
		15	ő	11	13			10	0	07	59
		J6	ő	11	13			11	0	11	13
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			•					21	0	11	13
		11						105			
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		25/1/1	0	03	54	1		10	0	11	1,3
		25/2/1	0	07	08			11/1	0	09	61
			v	01	00			20/2/2	0	04	55
		12						130			
		1	0	03	79						
		12	U	03	13			5	0	02	02
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								14/1	0	08	85
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			0	01	01			24	0	10	62
		72						131			
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		18	0	01	26			22/1	0	00	2
		23	0	10	88			33			
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		174						16/1	0	05	8
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[No. R-31015/1/92-O.R.-I (Part-II)] KULDIP SINGH, Under Secy.

नर्ड बिल्ली, 16 फरतरी, 1993

का. आ. 472. — केन्द्रीय सरकार ने पैट्रोलियम और खनिज पाइपलाइन (भूमि में उपयोग के अधिकार का अर्जन) अधिनियम, 1962 (1962 का 50)(जिसे इसमें इसके पण्चात् उपत अधिनियम कहा गया है) की धारा 3 की उपधारा (1) के अधीन जारी की गई भारत सरकार के पैट्रोलियम प्राकृतिक गैम गंत्रालय की अधिसूचना में. का आ. 544 तारीख 15 फरवरीं, 1992 द्वारा पैट्रोलियम के परिवहन लिए पाइपलाइन विछाने के प्रयोजनार्थ उक्त अधिसूचना से उपाबद अनुसूची में विनिर्दिष्ट भूमि में उपयोग के अधिक के अर्जन के अपने आश्रय की धोषणा की थी;

राजपत्र ग्रंधिसूचना की प्रतियां जनता को 09 मार्च 1992 को उपलब्ध करा दी गई थी।

जक्त अधिनियम की धारा 6 की जपधारा (1) के अनुसरण में सक्षम प्राधिकारी ने केन्द्रीय सरकार की रिपोर्ट दें दी है;

केन्द्रीय सरकार का उक्त रिपोर्ट पर विचार करने के पश्चात् यह समाधान हो गया है कि इस ग्रधिसूचना से उपाबद्ध भनुसूची में विनिद्दिष्ट भूमि में उपयोग का ग्रधिकार का ग्रर्जन किया जाए;

श्रतः केन्द्रीय सरकार उक्त श्रधिनियम की धारा 6 की उपधारा (1) द्वारा प्रदत्स शक्तियों का प्रयोग करते हुए, इस श्रधिसूचना में उपाबद्ध अनुसूची में विनिर्दिष्ट भूमि में उपयोग के श्रधिकार श्रजित करने की घोषण करती है।

यह और कि केन्द्रीय सरकार उक्त धारा की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, यह निवेश देती है कि उक्त भुमियों के उपयोग का श्रधिकार केन्द्रीय सरकार में निहित होने के बजाए मनी विल्लगमों ने मुक्त होकर इंडियन श्रायल कारपोरेशन लिमिटेड में निहित होगा।

प्रधिसूचना

तहसील	: बावल	जिला	रिवार्ड।	राज्य	हरियाणा
गाय का नाम		मुस्ततील किलानं.	नं./ क्षे 	त्र फल	
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		20	0 0	07	08			16	00	12	14
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		16/2	00	0.0	25			25	00	00	51
		24/1	00	00	25			20			
		25	0 0	12	39			10	00	09	61
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	20	00	13	15			22	0.0	03	54
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	4/2	00	03	54			17	00	03	79
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	7	00	13	15			23	00	08	34
	13	00	05	57			26	00	0.0	51
	14	00	06	32						
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	22	0.0	05	06			1	00	01	26
	23	00	06	83			2	00	12	90
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	खंड 3(ii)]			भारत का राज	रक्ष ः सा र्थ 13,	1993/फाल्ग्	3/काल्पुन 22, 1914			
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	58	_ = =		-	S.O. 472.—When of India in the M	inistry of I	Petroleum an	id Natui	ral Ga	is No
	4	00	03	54	S.O. 544, dated the section (1) of section	e 15th Fe	bruary, 1992	, issued	under	r sub
	5	00	14	16	lines (Acquisition of	of Right of	User in Lan	id) Act,	1962	(50 o
	7	00	13	1.1	1962) hereinafter Government declar	ed its inter	ition to acqu	ire the r	right o	of use:
	13	00	01	77	in the lands specified in the Schedule appended to the fication for the purpose of laying pipeline for the transfer and the second seco					: noti nspor
	14	00	03	79	of retroleum;	-	. , . ,			_
बी रवा ल	5 13				And whereas the were made availab					cation
	1	00	03	04	And whereas th	_				. o
	10	0 0	00	7 6	sub-section (1) of report to the Cents	section 6	of the said	Act ha	is mac	de his
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	5	0.0	01	5 3	And whereas the said report is sait					
	6	00	13	40	specified in the Sobe acquired;	hedule app	ended to this	s notifica	ation	should
	14	00	05	56	Now, therefore,	in evercise	of the nowe	rs confe	rred b	w sob
	1 5	00	06	57	section (1) of sect	ion 6 of th	ie sald Act,	the Cent	tral G	overn
	17	00	13	40	ment hereby decl specified in the S					
	18	00	00	25	hereby acquired;					
	23/1	00	11	38	And further in					
	24	00	02	02	section (4) of the s directs that the rig	ht of user	in the said h	ands sha	all inst	ead of
	22		~ ·	31	vesting in the Cen brances, in the Inc	tral Govern lian Oil Co	iment, vest, i prporation Li	ree fron mited:	n all c	:ncum
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	6/2	0	02	78		15	0	11	38
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भारत है। राज्यह	: मार्च	13,1913/काल्युन	22,1914
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नई दिल्ली, 16 फरवरी, 1993

का. श्रा. 474.— केन्द्रीय सरकार ने पैट्रोलियम और खनिज पाइपलाइन (भूमि में उपयोग के श्रिष्ठकार का शर्जन) श्रिष्ठिनियम, 1962 (1962 का 50) (जिसे इसमें इसके पश्चात् उकत श्रिष्ठिनियम कहा गया है) की धारा 3 की उपधारा (1) के श्रिष्ठीन जारी की गई भारत सरकार के पैट्रोलियम और प्राकृतिक गैस मंद्रालय की श्रिष्ठसूचना सं. का. श्रा. 546 तारीख 15 फरवरी, 1992 द्वारा पैट्रोलियम के परिवहन के खिए पाइपलाइन बिछाने के प्रयोजनार्थ उक्त श्रिष्ठ्वना सं उपायद्व श्रनुसूची में विनिष्टि भूमि में उपयोग के श्रिष्ठकारों के श्रर्जन के श्रिपने श्राण्य की घोषणा की भी;

राजपत प्रधिसूचना की प्रतियां जनता को तारीख 09 मार्च। 1992 को उपलब्ध करा दी गई थी;

उक्त अधिनियम की धारा 6 की उपधारा (1) के अनुसरण में सक्षम प्राधिकारी ने केन्द्रीय सरकार की रिपोर्ट दे वी है;

केन्द्रीय सरकार का उक्त रिपोर्ट पर विचार करने के पक्ष्वात् यह समाधान हो गया है कि इस श्रिधसूचना से उपाबद्ध श्रनुसूची में विनिर्दिष्ट भूमि में उपयोग का श्रिकार का श्रर्जन किया जाए;

म्नतः, केन्द्रीय सरकार, उक्त प्रधिनियम की धारा 6 की उपधारा (1) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए इस प्रधिसूचना से उपायद्ध धनुसूची में विनिर्दिष्ट भूमि में उपयोग के प्रधिकार प्रजित करने की घोषणा करती है,

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गहपुर	89 _ 3_					19	0	11	38
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	18	0	07	58		14	0	10	62
	23/1	0	01	01		15/1	0	01	02
	23/2	0	19	38		17/1	0	09	61
	36					17/2	0	00	25
	3	0	11	38		24	0	10	62
	8	0	11	38		26	0	01	26
	13	0	11	38		79			
	18	0	08	09		4	0	11	13
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	18/1	0	01	52			21	0	11	38
	18/2	0	09	36			73			
	23	0	11	38			1	0	11	38
	84						10	0	11	38
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	8/1	0	01	77			20	0	00	25
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	19	0	04	81			6/2	0	06	81
	22/1	0	00	51			15	0	09	11
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	14	0	06	83			17	0	01	77
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	25						3	0	11	38
	35	•					8	0	11	38
		0	07	84			13	0	13	15
	8	0	11	38			14	0	01	52
	12	0	03	54			16	0	00	25
	13	0	08	09			17	0	10	12
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	_35						24	0	00	76
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	62						5	0	11	36
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		168						12	0	00	25
		4	0	10	88			20	0	11	38
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		5/2	0	05	56			15	0	01	52
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		18					6	0	10	37
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		116				———— लोहारी-42	(जारी)				
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		22	0	02	03			21	0	05	82
		23/1	0	00	25			22	0	05	82
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		135						16	0	00	25
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		9	0	00	25			45			
		10	0	10	62			1	0	11	13
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		20/2	0	03	54			11	0	11	38
		21	0	11	38			20	0	11	13
		142						21	0	05	82
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		24	0	03	29			17	0	11	13
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		26	0	03	04			5/1	0	01	0 1
		94						6/1	0	07	33
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		101						5	0	01	01
		1	0	09	86			7	0	11	13
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पुतामा	23	37	^	0.7	0.0			3	0	00	25
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		21	0	07	34			13	0	08	8.5
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		63	V	04	US			18	0	15	43
		1	0	11	38			19	0	00	76
		10	0	11	38			21/1	0	00	25
		11	0	11	38			21/2	0	00	10
		20	0	08	35			22	0	16	19
		21	0	02	78			23	0	01	77
		64						48			
		25	0	05	31			1	0	15	18
		66						2	0	00	76
		5	0	11	38			10	0	01	01
		6	0	12	14			49			
		15	0	04	55			5	0	00	76
		16	0	10	12			6	0	12	39
अंटला	44	12						15	0	11	38
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		13						17	0	02	53
		1	0	11	13			24/1	o	03	7 9
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		17	0	11	13			13/1	0	01	77
		18	0	00	10			19/1	0	01	52
		23	0	03	54			19/2	0	03	79
		24	0	07	33			22	0	. 11	13
		66						34			
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		8	0	11	38			11	0	04	05
		13	0	11	38			12	0	07	59
		18	0.	11	13			19	0	00	76
		19	0	00	10			21	0	11	38
		22	0	05	31			39			
		23	0	06	32			1	0	10	88
		76						10	0	02	28
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प्रासन खुर्व	22	5						25	0	00	51
		6	0	08	0.5			59			
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		25/1	0	01	52			14	0	11	38
		25/2	0	09	86			17	0	09	86
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		$\frac{10}{4/2}$						23	0	08	85
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		17						8	0	11	38
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		4	0	10	62			22	0	05	31
		7	0	05	82			3	0	06	33
		8	0	05	82			32			
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		14	0	04	81		3		0	00	5 1
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		3	0	05	06		2	1	0	02 08	02

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	10						2	0	10	8
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	10						19	0	11	6
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ख न्दरा	10 36						21	0	05	82
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				38						
	10			38			117	0	11	6
	11			36			2	0	00	1
	20	, ,	02	28			10	0	11	9
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नाग जात्तन	11 6						7	0	10	(
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		160	•					18			
		3	o	10	88			21	0	03	54
		8	0	05	31			24			
		9	0	04	81			11	0	11	38
		12	0	10	37			2	0	05	82
		13	0	01	26			8	0	05	83
		19	0	11	38			9	0	10	87
		22	0	11	38			13	0	08	85
		163						43			
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गोहली	12	5						17	0	10	12
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		6						24	0	09	36
		1	0	11	13			140			
		8	0	01	26			4	0	00	51
		10	0	00	76			19/1	0	05	06
		12	0	00	76			19/2	0	01	01
		13/1	0	12	65			21	0	00	76
		13/2	0	00	25			22	0	10	88
		13/3	0	02	78			145			
		14	0	00	25			15	0	03	29
		16/1	0	Q1	01			16	0	11	38
		16/2	0	02	28			25	0	11	38
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		18/1	0	00	10			10	O	13	41
		241	0	00	25			11	0	08	60
		25/1	0	04	81			20	0	00	25
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		9	0	12	90			15	0	08	85
		10/1	0	00	10			16	0	01	77
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	4	0	11	38		91	0	02	2	02
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रजापुर	13 4					[संख्या–श्रा	र-31015/∶	1/92-জী	.ध्रार.	. – I
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	22	0	02	02			कुलदीय वि	सह. श्र	वर स	चित्र
	23	0	00	25			a			
		U	00	10	New D	elhi, the 161	h February	, 1993		
					S.O. 474.—Where	eas by the r	notification	of the	Govern	ment
	21	0	12	39	of India in the Mi S.O. 546, dated the	nistry of Pe 15th Febr	troleum end uarv. 1992.	d Natur issned	al Gas	No.
	22/2	0	09	62	section (1) of section	on 3 of the	Petroleum	and Mi	nerals	Pipe-
	23/1	0	02	53	lines (Acquisition of 1962) hereinafter i	eferred to	as the said	Act),	the C	entral
	23/2	0	01	01	Government declare in the lands specifi	ed its intenti ed in the So	on to acqui chedule app	re the rended t	ight of o that	t user noti-
	23/3	0	03	04	fication for the pu	rpose of lay	ying pipelin	e for the	he tras	isport
	25	0	07	59	of petroleum;					
	6				And whereas the were made available	le copies of le to the pul	the said blic on 9th	Gazette March,	notili 1992;	cation
	21	0	12	39	And whereas th	_				e o
	22	0	12	39	sub-section (1) of	section 6 of	of the said	Act h	as mac	ie hi
	23	0	11	38	report to the Centr					
	24	0	12	39		and whereas the Central Govern				
	25	0	12	39	specified in the Sche sequired;					
					oe required,					
	7				Now, therefore,	in exercise (of the powe	us confe	erred b	y sub
		0	12	39	Now, therefore, section (1) of section	on 6 of the	said Act, t	the Cen	tral G	מדייזס
	$\frac{}{21/2}$	0 0	12 12		Now, therefore, section (1) of secti ment hereby declar specified in the S	on 6 of the ares that the	said Act, t he right o	the Cen f user	tral Going the	övern land
	$\begin{array}{r} \hline 21/2 \\ 22 \end{array}$	0	12	39	Now, therefore, section (1) of section thereby decle specified in the Shereby acquired;	on 6 of the ares that the chedule app	said Act, t he right o pended o	the Cen f user ha not	tral Grin the iffeation	Övern land n ar
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	21/2 22 23 24	0 0 0	12 12 12	39 39 39	Now, therefore, section (1) of section (1) section (1) of section the specified in the Shereby acquired; And further in section (4) of the sidirects that the right	on 6 of the ares that the chedule appropriate of said section, the of user in	said Act, the right of the power the Central of the said he	the Cen of user of not s confer Govern ands sho	tral Grin the iffication rred but ment light	overn land n are y sub herebjead o
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[No. R-31015/1/92-O.R-I (Part-II)] KULDIP SINGH, Under Secy.

नई दिल्ली, 16 फरवरी, 1993

का.मा. 475:-केन्द्रीय सरकार ने, पेट्रोलियम और खनिज वाइपलाइन (भूमि में उपयोग के ग्रधिकार का पर्जन) द्मिधिनियम, 1962 (1962 का 50) (जिसे इसमें इसके पश्चात जनत मधिनियम कहा गया है) की धारा 3 की छप-धारा (1) के मधीन जारी की गई भारत सरकार कें पैट्री-लियम और प्राकृतिक गैस मंत्रालय की भ्रधिसूचना सं. का भा 624 तारीख 22 फरवरी, 1992, द्वारा पेट्रोलियम के परि-बहुन के लिए पाइपलाइन बिछाने के प्रयोजनार्थ उक्त ग्राधि-सुचना से उपबादक अनुसूची में विनिर्दिष्ट भूमि में उपयोग के प्रधिकारों के प्रर्जन के प्रपने प्राथय की घोषणा की थी;

राजपन्न ग्रधिसूचना की प्रतियां जनता को सारीख 17 मार्च 1992 की उपलब्ध करा दी गई थी;

छक्त ग्रिधिनियम की धारा 6 की उपधारा (1) के भ्रमुसरण में सक्षम प्राधिकारी ने केन्द्रीय सरकार को रिपोर्ट वेदी है;

केन्द्रीय सरकार का उक्त रिपोर्ट पर विचार करने के पश्चात् यह समाधान हो गया है कि इस प्रधिसूचना से उपाबद अनुसूची में विनिर्विष्ट भूमि में उपयोग का अधिकार का अर्जन किया जाए;

मतः कन्त्राय सरकार, उक्त मधिनियम की धारा 6 की उपधारा (1) द्वारा प्रवत्त शक्तियों का प्रयोग करते हुए, इस ग्रधिसूचना से उपावद अनुसूची में विनिर्दिष्ट भूमि में उपयोग के भ्रधिकार अजित करने की घोषणा करती है;

यह और कि केन्द्रीय सरकार उक्त धारा की उपधारा (4) द्वारा प्रवत्त शक्तियों का प्रयोग करते हुए, यह निदेश देती है कि उक्त भूमियों के उपयीग का ग्रधिकार केन्द्रीय सरकार में निहित होने के बजाए सभी विल्लगमों से मुक्त होकर, इंडियन ऑयल कॉपोरेशन लिमिटेड में निहित होगा।

प्रनुस्ची

तहसील : झज्ज	र जिला	: रोहतक	रा	न्य : हरिया	णा
गंब का नाम	ह वब स्त न.	मुस्ततील नं किला		क्षेत्रफल	
	,,	नं.	हैक्टर	भ्रार	वर्ग मीटर
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कीका	247	29/7		0.5	57
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		22		11	38
		43			
		1		03	54
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		16		11	39			9/1		00	51
		25		11	38			9/2		03	29
		46						9/3		04	25
		1/1/1		10	62			9/4		00	03
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		25						73			
		16		04	05			5/1		01	01
		25/1		00	06			5/2		07	33
		25/3		03	80			6/1		01	77
		42						6/2		09	87
		5/1/1		01	01			15/1		01	77
		5/2/1		07	33			15/2		09	87
		6/1		07	08			16/2		01	01
		6/2		02	28			17		05	31
		7/1		01	52			24/1		07	34
		14		10	37			24/2		04	30
		17		11	63			25		00	05
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S.O. 475.—Who f India in the M. S.O. 624, dated a section (1) of sec lines (Acquisition 1962) (hereinafter Government declain the lands specification for the pof netroleum:	Ministry of the 22nd Fo tion 3 of the of Right of referred to ared its inter- ified in the	Petroleum as sbruary, 1995 he Petroleum User in Lan as the said ntion to acqu Schedule ap	nd Na 2, issu and ad) Ac Act), ire the	tural (ded und Minera et, 1969 the e right to the	Gas Noder surels Pip als Pip 2 (50 controls Controls and no	o. b- e- of al er ti-		 	6 15 16 25 46 1/1/1 1/1/2			04 10 11 11 10 00	05 37 39 38
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And whereas the said report is sa specified in the S be acquired:	tisfied that	the tright of	f user	in th	ie lan	ds.			10/2 20/2/ 20/3			04 03 04	05 03 55 25
Now, therefore, section (1) of section thereby decompecified in the hereby acquired:	tion 6 of the Jaces that	ie said Act. the right of	the Courser	ntral in th	Gover e lan	n- ds			21/1/ 25 16 25/1	J		00 04 00	05 06
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		9 11		03	04	पाइपलाइम (भूमि में उपयोग के अधिकार का अर्जन) अ
		12		08	09	नियम, 1962 (1962 का 50) जिसे इसमें इसके पश्च
		19		02	03	
		20		09	36	जक्त प्रधिनियम कहा गया है की धारा 3 की जपधा
		21		11	38	(1) के म्रधीन जारी की गई भारत सरकार के पैट्रोलिय
		$\frac{66}{1/1}$		07	84	और प्राकृतिक गैस मंत्रालय की भ्रधिसूचना सं. का. ग्र
		1/2		03	79	625 तारीख 22 फरवरी, 1992, द्वारा पैट्रोलियम
		10		10	62	परिवहन के लिए पाइपलाइन विछाने के प्रयोजनार्थ उ
		11/:		08	60	ग्रधिसूचना से खपाबद अनुसूची में विनिर्दिष्ट भूमि
		20		05	06	
		21 67		00	51	जपयोग के भ्रधिकारों के भ्रर्जन के भ्रपने श्रामय की घोष
		67 16		04	05	की पी;
				10		
		74				राजपत्र ग्रधिसूचना की प्रतियां जनता को तार
		25 74 5 6		11		17 मार्च, 1992 को उपलब्ध करा दी गई थी ;
		6 15		10 11		17 ((1) 1002 17 ((1) 10 10 10 ((1)
		16		09		
		17		01		खक्त ग्राधिनियम की धारा 6 की उपधारा (1)
		24		07		श्रनुसरण में सक्षम प्राधिकारी ने केन्द्रीय सरकार को रि
		25		02	78	दे वी है;
		7 <u>9</u> 4		10	37	
		7		11		केन्द्रीय सरकार का उक्त रिपोर्ट पर विचार करने
		14/1		08		पश्चात् यह समाधान हो गया है कि इस श्रधिसूचना से उपा
		14/2		02		
		17		11		श्रनुसूची में विनिर्दिष्ट भूमि में छपयोग का अधिकार
		18 24/1		00		भ्रजैंन किया जाए ;
		24/1 87		06	26	
		87		05	61	श्रतः, केन्द्रीय सरकार, उक्त ग्रक्षिनियम की घारा
		4		01	52	की उपधारा (1) द्वारा प्रदत्त गक्तियों का प्रयोग क
		8		11		हुए इस अधिसूचना से ज्याबद्ध अनुसूची में विनिर्दिष्ट
		13		11		हुए इस जालपूर्णा य ज्यानक अनुसूत्रा नामानावण्ड ।
		18 22		11 00		में उपयोग के प्रधिकार ध र्जित करने की घोषणा करती
					. 23	
		9 <u>0</u> 2		0.	7 08	यह और कि केन्द्रीय सरकार उक्त धारा की उपा
		3		0:		(4) द्वारा प्रवत्त गक्तियों का प्रयोग करते हुए, यह वि
		9		1		
		12		1	1 38	देती है कि उक्त भूमियों के उपयोग का प्रधिकार के
		19		1:		सरकार में निहित होने के बजाए सभी विल्लगंमों से
		22		1	1 38	होकर, इंडियन आँयल कॉरपोरेशन लिमिटेड में निहित हो

		ग्र नु सूर्च	ì			1	2 3	4		5	6
तहस	ील:क	प्नाल जिलाः म	रनाल रा	ण्यः हरि	या णा		2	()	12	14
गांव का	ज्ञास्य	' मृस्ततील नं ./	·	 क्षेत्रफल			8	C		01	01
नाम	्रान्रः नं.	फिलानं					9/1	C)	11	63
	••		हैक्टर	भार	वर्ग मीटर	[संख्याः श्रार -	- 31015/	1/92-ओम्रार कुलदीप ि	-		
1	2	3	4	5	6	New	Delhi, the	16th Februa	гу, 199	3	
						S.O. 625, dated	the 22nd F	ebruary, 199	2, issu	ed un	der sub
गांजबङ्	34	16				of India in the M S.O. 625, dated t	he 22nd Fe	влиату, 1993	2, issu	ed un	der sub
•		6	0	12	39	section (1) of sect lines (Acquisition	ion 3 of th of Right of	ë Petroleum User in Lai	and l	Min e re t. 196	als Pipe 2 (50 o
		17	_	1.2	39	1962) (hereinafter	referred t	o as the sa:	id Act), the	Centre
		$9\overline{\smash{\big }2}$	0	07	0.1	Government decla in the lands speci	fied in the	Schedule ap	pended	l to‴th	iat noti
		10	Ó	12	84 ho	fication for the p of petroleum;	urpose of 1	aying pipelii	ne for	the t	ranspor
	_	-	U	14.	39	•			0		:A
ददलाना	25	101				And whereas t were made availal	ne copies of	or the same sublic on 17	th Ma	rch, 1	meauor 99 2 ;
		4	ø	08	60	And whereas the	_				
		. 5	Ō	1 2	39	sub-section (1) of	section 6	of the said	Act	has m	ade his
		7	0	οÔ	25	report to the Cent	rai Governi	nent;			
मुनक	28	235		•		And whereas the said report is sat	e Central (fovernment:	after c	onside	ring the
9		10	0	12	39	specified in the Sc	hedule app	ended to thi	s notif	ication	should
		11	0	08	09	be acquired;					
		12	0	12		Now, therefore,	in exercise	of the nowe	rs con:	ferred	by sub-
					90	section (1) of sect ment hereby decl	ares that	the right of	user	in th	e land:
		13	0	08	8.5	specified in the S hereby acquired;	Schedule ar	epended to	this n	otificat	ion are
		14	0	00	25	And further in	everaine of	f the nowar	conf	erva/l	har aufo
		16	0	09	36	section (4) of the	said section,	the Central	Gove	'nmeni	t hereby
		17	0	10	37	directs that the rig					
		18	0	04	30	brances, in the Inc					,
		236									
		20	0	-03	29		SCF	EDULE			
		21	0	11	63	Tehsil : Karnal					
			v	* *		I CHNII : INBITIBIL	Dist	irict: Karnal	Sta	te:H	arvana
		22	0	07	33			rict : Karnal		te : H	aryana
						Name of Village	Hadbast	Mustateel/		te : H	aryana
		22								Are	aryana Cen-
		22 247	0	07	33		Hadbast	Mustateel/ Killa		Are	
		22 247 11	0	07	33 77	Name of Village	Hadbast No.	Mustateel/ Killa No.	Hec- tare	Are	Cen- tiare
		22 247 11 20	0 0 0	07 01 11	33 77 89	Name of Village	Hadbast No.	Mustateel/ Killa	Hec-	Are	Cen- tiare
		22 247 11 20 21 22	0 0 0	07 01 11 10	33 77 89 37	Name of Village	Hadbast No.	Mustateel/ Killa No.	Hec- tare	Are	Cen- tiare
		22 247 11 20 21 22 248	0 0 0	07 01 11 10	33 77 89 37	Name of Village	Hadbast No.	Mustateel/Killa No. 3	Hec- tare	Area Area	Centiare
		22 247 11 20 21 22	0 0 0 0	07 01 11 10 02	33 77 89 37 28	Name of Village	Hadbast No.	Mustateel/ Killa No.	Hec- tare	Are Area	Centiare
		22 247 11 20 21 22 248 2	0 0 0 0	07 01 11 10 02	33 77 89 37 28	Name of Village	Hadbast No.	Mustateel/Killa No. 3 16 6	Hec- tare	Area Area	Centiare
		22 247 11 20 21 22 248 2	0 0 0 0 0 0	07 01 11 10 02 08 10	33 77 89 37 28 09 37 25	Name of Village	Hadbast No.	Mustateel/ Killa No. 3 16 6 17	Hectare 4	Are Area	Centiare 6
		22 247 11 20 21 22 248 2 3 6 7	0 0 0 0 0 0	07 01 11 10 02 08 10 00	33 77 89 37 28 09 37 25 17	Name of Village	Hadbast No.	Mustateel/Killa No. 3 16 6	Hec- tare	Are Area	Centiare 6
		22 247 11 20 21 22 248 2 3 6 7 8	0 0 0 0 0 0 0 0 0 0	07 01 11 10 02 08 10 00 14 03	33 77 89 37 28 09 37 25 17	Name of Village 1 Ganjbad	Hadbast No.	Mustateel/ Killa No. 3 16 6 17 9/2	Hectare 4	Are Area	Centiare 6
		22 247 11 20 21 22 248 2 3 6 7 8 14/2	0 0 0 0 0 0 0 0 0 0	07 01 11 10 02 08 10 00 14 03	33 77 89 37 28 09 37 25 17 79	Name of Village	Hadbast No.	Mustateel/ Killa No. 3 16 6 17 9/2	Hectare 4	Are Area	Centiare 6 6
		22 247 11 20 21 22 248 2 3 6 7 8 14/2 15.	0 0 0 0 0 0 0 0 0 0 0 0	07 01 11 10 02 08 10 00 14 03 01	33 77 89 37 28 09 37 25 17 79 77	Name of Village 1 Ganjbad	Hadbast No.	Mustateel/ Killa No. 3 16 6 17 9/2 10	Hectare 4	Area Area 12 07	Centiare 6 6 8 39 84 2 39
		22 247 11 20 21 22 248 2 3 6 7 8 14/2	0 0 0 0 0 0 0 0 0 0	07 01 11 10 02 08 10 00 14 03	33 77 89 37 28 09 37 25 17 79	Name of Village 1 Ganjbad	Hadbast No.	Mustateel/ Killa No. 3 16 6 17 9/2 10	Hectare 4	Are Area 55 12 07 12 08 12	Centiare 6 6 8 39 8 4 2 39

1	2	3	4	5	5			ार का उक्त			
Munak	28	235				पश्चात	यह सभा मन्द्रभन्ती	धान हो गः में विनिर्दिष्ट	शा है कि शरीकों च	इस ग्रधि स्टारेन स्टा	सूचना से प्राथमस्य
		10	0	12	39				માંગ મ પ	ક્ષ્યાં જા	आवकार
		11	ŏ	08	09	का ग्रज	न किया	जाए;			
		12	ō	12	90	ਚਾ∂:	केन्द्रीय	सरकार, उक	ਰ ਪਾਰਿਜਿਹ	म करिशा	रा ६ इसी
		13	0	08	85						
		14	0	00	25	जपधारा	(r) 8	ारा प्रद त्ते श	सक्तया का	। प्रयाग ॰	न्स्त हुए,
		16	0	09	36 27	इस अधि	ासूचना र	ने उपाबद्ध भ	नुसूची मे	विनिदिष्ट	भूमि में
		17 18	0 0	10 04	37 30	उपयोग	के ग्रधिव	तर ग्रर्जित प	हरने की प	योषणा क	रती है;
		236						केन्द्रीय सरक शक्तियों का			
		20	0	03	29			भूमियों के			
		21	0	11	63						
		22	0	07	33			होने के बब			
		247				होकर, इ	डियन मा	यस कारपोरेश	न लिमिटेड	म निहि	त होगा।
		11 20	0 0	01 11	77 89			प्रधिसूची			_
		21 22	0 0	10 02	37 28	तहसी	लि: ग्रह	ांध जिलाः व	करनाल	राज्य: ह	रियाणा
		248	Ů	V-2		गांव का	हदबस्त	मुस्ततील नं	./	भेत्रफल -	
		2	0	08	09	नाम	नं. नं.	किलानं.	· 1	<u> </u>	
		3	ő	10	37	गाभ	٠, ١	MARIE 11.	Awar	mar-T	धर्ग-
		6	0	00	25				हैक्टर	श्रार.	
		7	0	14	17						मीटर
						1	2	3	4	5	6
		8 14/2	0 0	03 01	79 77	पबाना					
		15	ŏ	14	92		72	13			
		16	0	00	10	हसनपुर	14	13	•		1.0
		261						20	0	14	16
		1	0	00	51			14		0.4	۸.
		2	ō	12	14			3/1	0	04	05
		8	0	01	01			14	0	07	08
		9/1	0	11	63			37			
	[No	. R-31015/1/9	2-O.RI	(Par	t-II)]			10	0	10	1 2
	•	KULDIP SIN	IGH, U	nder S	Бесу.			1 l	0	07	34
								12	0	07	84
	नई विल्ली,	16 फरवरी,	1993					18	0	05	56
own ITT	477.—मार	न सरकार ने. पैंट	टोलियम	और स	निज			19	0	09	86
का. आ. पाइपलाइन (करित में दरप	योग के धरि	, स्कार व	ता भ्र	र्जन)			23	0	04	30
पाइपलाइन (प्रधिनियम, 1	. 4 (1063	ær 50)	(जिसे १	समें	इसके इसके			24	0	13	91
प्राधानयम, 1	962 (1962	, 471 30) - 1777 - 1 7 - 1 7	(1-1% ·	3 26	व्यव-			25	0	07	08
पत्रचात उक्त	ग्राधानयम कह 	ુ માલા છું તા 	्रापा चि	ייריט רביד בדי?	THE TY			50			
धारा (1) वे	त्र ग्राधान ज	पुरा का ग	६ माप -०	रत स	(401 € - <u>-</u> -			13	0	13	91
के पैट्रोलियम	और प्राकृतिक	गंस महासय	कास्य प्रवाध	स्यन। १ वैटोर्	सि. क्रिणम			70	U	10	3.
का. श्रा. 627 के परिवहन मे	<i>।</i> ताराख 22 - जामा सम्बद्ध	भारवरा, 195 लक्क सिख्डाले	,∠, ४। ८ के प्रयोज	। नद्राः स्तार्थ	जनत जनत			1	0	05	31
क पारवहन म	ालए माइमल	ਹਵਾ ਆਹਾ। ਜਿਵੇਂ ਜ਼ਿਦਿਆ	 स्टब्स	 में स्ट	पद्योग			88			
म्रिधिसूचना से	उपावस अनुस्	ना सामापाप ->	. माज ज्यान	ربی. محمد	,-,,∵, pr}• •			3/1	0	07	08
के अधिकारों व								· .		06	83
राजवंद १	प्रधिसूचना की	प्रतियां जनत	ा को त	तारीख	17			3/2	0		
मार्च, 1992	को उपलब्ध	करा दी गई	र्थी;					8/1	0	00	76
	धनियम की ध	भारा ६ की	उपधार	r (1 [°]) के			129		= -	= -
ज्यत अग अनुसरण में स	धान्यम् पः। ६ •••••	ਨੇ ਤੋਂ ਫ਼ੈਟ ਰੀਆ ਤ	प्रस्तार	को f	, रपोर्ट			7/2	0	00	25
-	इसम आधिकरि	ा गमान्त्राय र	a ×-1/1 ×		· · · · -			13/1	0	00	76
वेदो है;											

1	2	3	4	5	6	And further in section (4) of the se directs that the righ	aid section of user	, the Central in the said la	Govern nds sha	iment ill ins	hereb tead o
पारा	48	135				vesting in the Centr brances, in the Indi	ian Oil Co	ment, vest, fr propation lan	es fron mied:	n all	encum
		17	0	0 2	28						
		166					SCHE	DULE			
		6	0	14	41	Tchsil: Assandh	Di	strict : Karnal	State	: Ha:	ryana
कुड़लान	73	$\frac{15}{01}$	0	05	56	Name of Village	Hadbast No.	Mustateel/ Killa No,		Area	
ठरवा									Нес-	Ara	Cen-
माजरा	68	13							tare	7110	tiare
		17	Ô	13	15	1					
		25	0	12	90	1	2	3	4	5	6
		20				Pabana Hassanpur	г 72	13			
		8	0	0.4	55			20	0	14	16
जलमाना	64	12						14	V	14	10
		23	0	04	81			2/1			
		27	•					3/1 14	0	04 07	05 08
		4	0	03	04			37			
		5	0	14	16			10	0	10	12
		6/1	0	00	76			11	0	07	
		6/2	0	01	01			12	0	07	84
		39						18 19	0	05 09	
		10	0	11	63			23	0	04	
कारसा चोर	63	18	-					24	0	13	91
		18	0	13	91			25 50	0	07	08
		29	•								
		24	0	14	16			13	0	13	91
								70			
[संख्या :	सार- -3	1015/1/92	~ अो भ्रार–I	(पार्ट' -	· II)]			1	0	05	31
•			दीप सिंह,		मचियं			88			
		•						3/1	0	07	08
	New I	Delhi, the 16t	h February, 1	(993				3/2	0	06	
S.O. 477	Wher	eas by the no	otification of	the Gov	ernment			8/1 129	0	00	76
India in O 627 di	tho M i atext the	nistry of Pet 2 22nd Febru	roloum and l uary, 1992, is	Natural (Gas No. der sub-						
ction (1) c	of section	on 3 of the 1	Petroleum en	d Minera	ds Pipe-			7/2 13/1	0	00 00	25 26
			ser in Land) the said A					LD/I	Ū	00	76
			on to acquire hedule append			Padha	48	135			
cation for	the pu	rpose of lay	ing pipeline i	or the t	ransport			17	0	02	28
petroleun	a;							166			
			the said Ga ic on 17th M					6	0	14	41
			Authority in			Kurlan	73	15			
		section 6 of al Governmen	'thef said Ao nt;	er nas m	iade his						
-				n consid-	rine the			01	0	05	56
id report	is satis the Sch	sfied that the	vernment afte e right of us ded to this no	ser in th	ne Tands	Tharwa Majra	68	13			
e acquir e d;								17	0	13	14

Now, therefore, in exercise of the powers conferred by subsection (1) of section 6 of the said Act, the Central Government hereby declares that the right of user in the lands specified in the Schedule appended to this nonfication are hereby acquired;

25 20 ---8 13 15

(भाग Ⅱ—खंद 3(i	ii)		मारत का	राजप्रव	ः मार्च १	3, 1993/फारगुन 2	2, 1914				739
1	2	3	4	5	6			म्रधिसूची	<u>_</u>		
Jalmana	61	12 23 27	0	04	81	तहर	िल : कैथ	ाल जिलाः	कैथल रा	ज्यः हरि	 या णा
		4	0	03	04	गांव का	हवबस्त	मुस्ततंत्व नं	.1	क्षेत्रफल	·
		5 6/1	0 0	14 00	16 76	नाम	नं.	के किलानं.			
		6/2	0	01	0 1				हैक्टर	ग्रार	वर्ग-
		39							-•		मीटर
		10	0	11	63		· V		, <u>-, -, -, -, -, -, -, -, -, -, -, -, -, -</u>		
Karsa Chor	63	18				1	2	3	4	5	6
		18	0	13	91	€ोग	43	16	<u></u>	—	
		29				9 (1)	40	18/1	0	00	01
		24	0	14	16			25	Ŭ	•	•
	·	[No. R -31015/1	1/92-O R 1	(Part	-INI			1/1	0	00	51
	,	KULDIP SI						1/2	0	14	67
								2/1	0	00	76
a-6	किन्नी 1	6 फरवरी, 1	002					48			
गर्	। ५२००। ।	o भारतरा, I	.993					16/1	0	00	7.6
		प सरकार ने,पे	•					16/2	0	00	10
पाइपलाइन (भू					,	हा बड़ी	31	363			
प्रधिनियम, 19	•	•	•					$\frac{1}{2/1}$	0	12	. 14
নম্পান ওদন আ								3/1/1	0	01	27
धारा (1) के प					•			3/1/2	0	00	25
लियम और प्राप्ट								3/2/1	0	01	52
प्रा. 628 तारी -								8/2	0	09	86
के परिवहन के '	•							407			
प्रधिसूचना से उप								4/1	0	07	84
के भ्रधिकारों के -	श्रजन क ग्र	पन श्रामय का	घाषणा	का थ	Γ;			4/2	0	06	จ๋
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Hajwana -5 24 20 0 06 58 Khullaram 27 57 20/2 0 05 31 21 0 08 09 21 0 08 60 22 0 13 39 22 0 10 89 23 0 00 10 24 0 00 25	[माग 11—खब 3(11)]	l		भारत का	राजपद्य	: 414 13,	. 1993/फाल्गुन 22, 1914					/ 4 1
S.O. 478.—Whereas by the notification of the Government of India in the Ministry of Personal and Natural Gas No. 10 (India) in the Ministry of Personal Control of the Society of the Ministry of Personal Control of Society of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (Society) (1962) between the Ministry of Personal Control of Society (1962) (1962) between the Ministry of Personal Control of Society (1962) (1962) between the Ministry of Personal Control of Society (1962) (1962) between the Ministry of Personal Control of Society (1962) (1962) between the Ministry of Ministry	New 1	Delhi, the 10	6th Fobrus	ary, 1993	}	<u> </u>	1	2	3	4	5	6
lines (Acciustion of Right of User in Landil Act, 1962 (80 of 1962), the central 1962 (100 of 1962), hereinnefire referred to as the said Act, 1962 (100 of 1971) and the lands specified in the School despreaded to that notification were made available to the public on 17th March, 1992; 17 0 of 10 o	S.O. 478.—When of India in the M. S.O. 628, dated the	reas by the inistry of Pene 22nd Fet	notificatio etroleum o ruary, 19	n of the and Nati 92, issue	Gove ural G	as No. er sub-			43			
1962) hereinafter referred to as the said Act), the Central Covernment declared is intention to aquire the right of user of right of the purpose of laying pipeliae for the transport of refered user of refered by a subsection (1) of section 6 of the said Act has made his report to the Central Government ster considering the said report is satisfied that the right of user in the lands specified in the Schedule appended to this notification should be acquired; Now, therefore, in exercise of the power conferred by subsection (1) of section 6 of the said Act, the Central Government ster. On the right of user in the lands per part of the power conferred by subsection (1) of section 6 of the said Act, the Central Government ster. On the right of user in the lands and large the right of user in the said lands are hereby acquired; Now, therefore, in exercise of the power conferred by subsection (4) of the said section, the Central Government ster. The right of user in the said lands and hereby acquired; Name of Village Hadbast Mustated Acea Bursana Society	lines (Acquisition of	on 3 of the	Petroleur User in L	n BOOL M and) Act	ип е га: , 1962	s ripe- (50 of						
Government declared its intention to acquire the right of user in the lands specified in the Schodine ageneided to that notification for the purpose of laying prefate for the transport of retrolours. And whereas the copies of the said Gazette motification were made avoidable to the purbose on 17th March, 1992; 11 13 13 14 11 13 13 15 15 15 15 15	1962) hereinafter	referred to	as the se	aid Act),	the (Central						
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And whereas the copies of the said Gazette notification were made available to the public on 17th March, 1992; And whereas the copies of the said Gazette notification were made available to the public on 17th March, 1992; And whereas the Competent Authority in puriance of subsection (1) of section 6 of the said Act has made his report to the Central Government, and the lact of user in the lands specified in the said and the lact of user in the lands specified in the said and the lact of user in the lands specified in the Schedule appended to this notification bloud be acquired; Now, therefore, in cercise of the power; conferred by subsection (4) of the said section, the Central Government hereby declares that the right of user in the lands specified in the Schedule appended to this notification are labeled to the said act, the Central Government hereby declares that the right of user in the lands specified in the Schedule appended to this notification are labeled to the said section, the Central Government hereby directs that the right of user in the lands specified in the Schedule appended to this notification are labeled to the said section, the Central Government hereby directs that the right of user in the said lands shall instead of vesting in the Central Government, vest, free from all encumbances, the lands and the said lands that the said lands shall instead of vesting in the Central Government, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment, vest, free from all encumbances, the lands of Covernment free and the Covernment free and the	figure for the nu	ied in the S	cnedule a ving ninel	ppenaea Eng for	to un the tr	at nou- ansport				0	06	07
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		4 5 6/1 65 1/1 8/2 9 10/1 10/2 13/1 14/1/1 14/2/1 14/2/2 15	0 0 0 0 0 0 0 0 0 0 0 0	13 12 01 01 04 13 10 01 07 02 09 01	14 39 01 77 56 39 12 52 58 78 12 52	होकर, इंडियन तहसीस : रिव	ा ऑयल जिल्ला इंडि हदम स्त	कॉर्पोरेणन ग्रनुसूची जिला : स्टि मुस्तजील	तिमिटे ड वाड़ी नं./	में निहित राज्य : हा क्षेत्रफल
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Patti Afgan	23	4 5 6/1 65 1/1 8/2 9 10/1 10/2 13/1 14/1/1 14/2/1 14/2/2 15 16 33 11	0 0 0 0 0 0 0 0 0 0 0 0 0	13 12 01 01 04 13 10 01 07 02 09 01 05	14 39 01 77 56 39 12 52 58 78 12 52 55	होकर, इंडियन सहसीस : रिव गांव का नाम	अयिख इंडि इंडबस्त नं.	कॉर्पोरेणन ग्रनुसूर्यः जिलाः रिष्ट मुस्ततील किलानं.	तिमिटेड वाड़ी नं./ हैक्टर	में निहित पाज्य : हा क्षेत्रफल ग्राप
Patti Afgan	23	4 5 6/1 65 1/1 8/2 9 10/1 10/2 13/1 14/1/1 14/2/1 14/2/2 15 16 33	0 0 0 0 0 0 0 0 0 0 0 0	13 12 01 01 04 13 10 01 07 02 09 01 05 09	14 39 01 77 56 39 12 52 58 78 12 52 56 37	होकर, इंडियन तहसील: रिज गांव का नाम	ऑयल इंद्रमस्त नं.	कॉर्पोरेणन ग्रनुसूर्यः जिलाः स्टि मुस्तजोल किला नं.	तिमिटेड वाड़ी नं./ हैक्टर	में निहित राज्य : हां क्षेत्रफल ग्रार

[No. R-31015/1/92—O.R.-I (Part-II)] KULDIP SINGH, Under Secy.

नई दिल्ली, 16 फरबरी, 1993

का.भा. 479. प्प्प्प — केन्द्रीय सरकार ने, पैट्रोलियम और खनिज पाइपलाइन (भूमि में उपयोग के प्रधिकार का श्रर्जन) भ्रधिनियम, 1962 (1962 का 50) जिसे इसमें इसके पण्चात् उक्त प्रधिनियम कहा गया है की धारा 3 की **उपधारा** (1) के स्राधीन जारी की गई भारत सरकार के पैट्रोलियम और प्राकृतिक गैस मंत्रालय की प्रधिसूचना सं. का.भा. 629 तारीख 22 फरवरी, 1992, द्वारा पैट्री-लियम के परिवहन के लिए पाइपलाइन बिछाने के प्रयोजनार्थ उक्त अधिसूचना से उपाधक अनुसूची में विनिर्विष्ट भूमि में छपयोग के श्रधिकारों के अर्जन के अपने आपाय की घोषणा की यी;

राजपन्नित मधिसूचना की प्रतियां जनता को तारोख 17 मार्च, 1992 को उपलब्ध करा दी गई थी:

जनतः प्रक्रिनियम की धारा 6 की उपधारा (1) के भनुसरण में सक्षम प्राधिकारी ने केन्द्रीय सरकार को रिपोर्ट वे सी है ;

केन्द्राय सरकार का उक्त रिपोर्ट पर थिवार करने के परचात् यह समाधान हो गया है कि इस अधिमूपना से उतन बद्ध श्रमुसूची में त्रिनिर्दिष्ट भूमि में उनयोग का मधिकःर का भ्रजन किया जत्ए;

भ्रतः केन्द्रीय सरकार, जक्त श्रीधनियम की धारा 6 की उपधारा (1) द्वारा प्रदत मनितयों का प्रयोग करते हुए, इस ग्रधिसुबना से उनाबद्ध भ्रतुमुखी में निर्तिबट भूमि में उपयोग के ग्रधिकार अर्जित करने की घोषना करती है;

यह और कि केन्द्रीय सरकार उक्त धारा की उपधारा (4) द्वारा प्रदत्त शक्तियों का प्रयोग करते हुए, यह निदेश देती है कि उक्त भूमि के उपयोग का शक्तिकार केन्द्रीय सरकार में निहित होने के बजाए मभी विल्लगमों से मुक्त होकर, इंडियन ऑयल कॉपॉरेशन लिमिटेड में निहित होगा।

तहसील: रिव	डी	जिलाः रि	वाड़ी	राज्यः	हरियाण
गांव का नाम	हदब स्त नं.	मुस्ततील किलानं.	नं ./	क्षेत्रप	ন্দ ন্দ
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श्रासामा	144	54						19/2		06	83
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		18		03	04			18		02	53
		19		0.8	09			23		08	09
		22/1	-	01	01			24		03	04
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		42						3		11	13
		2		1भ	12			8		10	12
		3/1		00	25			13		11	13
		9		09	87			18		11	13
		19		09	86			$\frac{22}{2}$		00	09
		20		03	27			23		11	13
		21		06	58			34			
		22		04	55			2		93	54
								3	_	07	59
		46						8		02	53
		1/1		भभ	05			9		08	60
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		1 0/ 1		01	77			22		11	13
		10/2		03	04						
								39			
म् स्तपापुर	256	3						2		11	13
\$.		10		03	79			9		10	12
		11/1		00	03			11/1	_	03	29
								11/2	_	02	28
		4						12		05	56
		6		07	59			19		01	52 61
		15/1		03	29			20		09 05	
		15/2		06	07			21		UB	06
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		25		10	11	दिपालपुर		18		00	25
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		44/2		10	12	•		<i>4</i> 1		J 7	

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		11/2		10	6 2			2	·	10	8
		20		11	13			3		0.0	2
		21	- -	09	86			9/1	-	04	3
								9/2		06	8
		38						12/1		07	8
		1		10	12			12/2		03	2
		39						19	~	11	1
		5		00	7.6			21		00	0
		3		00	76			22		11	1
								53			
रोहुड़ाई	230	11						1		03	5
		25		05	31			2		07	5
		12			_			9		01	2
		21/1		00	76			10		08	0
		14			4.0			11		08	8
		5		11	13			20/1		10	6
		6		11	13			21/2		07	0
		15		10	37			60			
		16		11	12			1		11	1
		25 23	_	10	37			10		11	1
		4		06	07			61			_
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		6		00	76			70 5			
		7	— 	10	88			5	_	11	1
		17		11	13			6	_	11	1
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		26			•			17		0.0	7
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		7		10	12			83	-	05	5
		8		01	52			4		10	C
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		9		00	51			63			
		12	-	06	07			4		00	76
		13		05	06			5	 -	10	37
		18		00	76			6		05	56
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य सौता		24	_	00	06			14		10	62
		55						15	~~	0.0	51
		3		08	85			17	~-	11	13
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		13		04	55			78			
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		3		04	05			18		06	58
		8		00	50			23		10	88
		9	_	10	88			24/1		00	25
		12		11	13			91			
		19		10	12			3/1		03	54
		22		05	31			8		09	35
		19						9		00	76
		2		09	85			13/1		01	9.6
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		22						10		09	86
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		23					0.45	1/2	 .	00	5 1
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	14/1		07	58			15/3		00	7 6
	i 4/2		02	28			16		11	38
	17		11	38						
	24/1	~ 1→	09	1 1			2 5		11	38
	24/2		02	02			184			
	114						1/1	_	06	07
	4/1		04	55			1/2		01	5.2
	4/2		05	31			10/2		04	0 4
	7/1		09	61			204		0.4	
	7/2		01	52			4		01	77
	13	-4	01	26			5		12	39
	14	→	09	86	हं सा वा स	240	9			
	17/1		03	05			19/7		09	86
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	18/1		03	54			32		06	83
	18/2		03	54			10			
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	145						11		11	13
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	8 .		11	13			11			
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	18		02	02			25/1		03	54
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	23/2	_ _	07	34			22		_	_
	151						5		11	38
	2		10	37			6/1	_	05	31
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	177						25			
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	183						36			.
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- इंसाबास	(जारी)	8		08	09			7/2/2		04	55
	(· · ·)	9		01	77			14		11	13
		1 2		09	12			17		10	88
		13		$\widetilde{02}$	53			18		01	52
		19	_	10	62			23/1	_	03	79
		22	_	07	58			23/2		03	04
		38						24/1		01	52
		2		11	13			29	-	04	05
		11		00	26			28			
		12		09	86			3		09	36
		19	_	06	58			4		01	01
		20		04	55			8		10	1 2
		21/1		03	29			13	_	11	13
		21/2		04	56			18	_	11	13
		22		00	51			22		02	53
		48									
		25		01	77			23/1		0.8	60
		49						30			
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		21		09	36			6		11	38
		26		06	83			14		00	51
		50						15		10	87
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		1 0/ t		00	06			17		06	58
		51						24		11	38
		5		07	84			25		0.0	07
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		16		11	13			7/1		05	06
		25	~	11	13			7/2		05	31
		62						14		11	38
		4	_	07	08			17		08	85
गाम्दला	243	26						18/1		01	52
	. 10	8		00	25			23		09	36
		12		08	60			$\frac{23}{24}$		02	28
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कानहरा	241	10						34		11	38
		16		10	88			3 13		11	38
		25		10	88					11	31
		14						18/2			
		4		04	55			22/1		01	24
		5/1	_	02	53			23/1		05	8.5
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	2		09	36	Name of Vill	age Hadb	ast Mustateel		Arca	
	3/1		02	28			Killa No.			
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	9/2		09	36	1				 -	tiare
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	12/2		01	77	Jaitrawas	143	_12			
	19		11	13			7 18	_	00	25
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	21/2/2	_	01	01			21		00	25
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	11/2		11	13	Bharawas	145	3	_	06	58
	20/2	_	11	13	Dilaiawas	143	49 ———			
	21		10	12			8/1	_	07	59
	60						9/1/t 9/2/t	_		54
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	15		12	14			18/2/2	_		09
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	[संख्या श्रार- 3101	5/1/92-ओ ग्रा	र-1 (पार्ट	[2]			9/1	_	00	25
	-	कुलदीप सिंह					110			
		_					24/1	_		30
	New Delhi, the 16th	h February, 1	993				24/2 120	-	08	35
S.O. 479	-Whereas by the no	otification of	the Gove	ernment			13/1		07	84
O. 629, da	the Ministry of Peta ated the 22nd Febru	iary, 1992, is	sued und	er sub-			13/2			30
	f section 3 of the P sition of Right of Us				Asaka	144	54			
)62) (hêrei	inafter referred to a	as the said A	ct) the	Central			24/1 78	_	06	83
the lands	declared its intention specified in the Sch	iedule append	led to the	at noti-			$-\frac{70}{4/2}$	_	00	36
cation for t f petroleum	the purpose of laying:	ng pipeline lo	or the tra	insport			5			29
•	eas the copies of t	the said Gaz	ette notif	fication			108			
	vailable to the publi						13	_	11	13
	eas the Competent						18 19	_		26
	 of section 6 of Central Governmen 		t has me	de his			109	_	07	33
And where	eas the Central Gove	rnment after	consider	ing the			17		12	39
id report	is satisfied that the he Schedule appende	right of use	r in the	lands	Jatuwa s	1-18	29			
acquired:	ne senectic appendi	ed to this no	memon	notau			21/2/2 38		02	28
Now, there	fore, in exercise of	the powers co	inferred h	y sub-			1		00	25
ction (1) of	f section 6 of the se declares that the	aid Act, the (Central G	overn-			2	_		90
ecified in	the Schedule appea						8/1/I 8/1/3	_	04	05
reby acquir And furthe	or in exercise of th	e_poweis_cor	iferred b	y sub-			49	- ,	01	26
	the said section, the he right of user in th						6/1	_	06	07
sting in the	Central Governmen	it, vest, fr ee f	rom all c	ncum-			6/2		01	26
annen m	be Indian Oil Corpo	oranon Tunii			i.		6/3		04	30

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		12	_	11	13			15		04	
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Shekhpur	224	2						10/1	_	01	7 7
Shikarpur		_						10/2	~	03	04
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		20		09	58			25		10	11
		21/1	_	02	02			5			
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[No. R-31015/1/92-O.R-I (Part-II)] KULDIP SINGH, Under Secy.

स्वास्थ्य और परिवार कल्याण मंत्रालय (स्वास्थ्य विभाग)

नई विल्ली 15, दिसम्बर, 1992

का. थ्रा. 480.केन्द्रीय सरकार, भारतीय ग्रायुविज्ञान परिषद ग्रिधिनियम, 1956 (1956 का 102) की धारा 11 की उपधारा (2) द्वारा प्रदत्त गिक्तियों का प्रयोग करते हुए, भारतीय धायुविज्ञान परिषद से परामर्श करने के पश्चात् उक्त श्रिधिनियम की प्रथम श्रनुसूची में निम्नालिखित और संशोधन करती है, धर्षात्:—

- (1) प्रथम अनुसूची में, "मद्रास विश्वविद्यालय" शीर्षक के नीचे की प्रविष्टियों के पश्चात् निम्तलिखित प्रविष्टि अन्तः स्थापित की जाएगी धर्यात् :---
 - ''डिप्लोमा इन मेडिसिन डी.एम.(ज. वि.)'' (जठरात्र विज्ञान)
- (2) "डा. एम. जो. श्रार. श्रायुविज्ञान विश्व-विद्यालय मद्रास" शर्षिक के नीचे की प्रवि-ष्टियों के पश्चात् निम्नलिखित प्रविष्टि अतः स्थापित की जाएगी, प्रथातु:—

"डिप्लोमा इन मेडिसिन डी एम (ज. वि.) (जठराह्न विज्ञाम)

- (3) "महात्मा गाधी विश्वविद्यालय" शीर्षक के नीचे की प्रविष्टियों के पश्चात् निम्निलिखित प्रविष्टियों रखी आएंगी, प्रथीत:---
 - "डाक्टर आफ मेडिसिन एम.डी. (सम. आ.)" (समुदाय आर्युविज्ञान)

द्याक्टर म्राफ मेडिसन

(शरीर रधना विज्ञान) एम. श्री. (श.र.वि.)

(4) "गोहाटी विश्विद्यालय" प्रतिर्धक के नीचे की प्रविष्टियों के पश्चात् निम्नलिखित प्रविष्टि रखी जाएगी, प्रथातु:—

''डाक्टर आफ मेडिसिन एम.डी. (न्या. धा.) (न्याय श्रायुविज्ञान)

> [सं वो 11015/33/92-एम.ई. (यू जिं)] आर. विजयकुमारी, डैस्क आधिकारी

MINISTRY OF HEALTH AND FAMILY WELFARE (Department of Health)

New Delhi, the 15th December, 1992

- S.O. 480.—In exercise of the powers conferred by subsection (2) of section 11 of the Indian Medical Council Act, 1956 (102 of 1956), the Central Government after consulting the Medical Council of India hereby makes the following further amendments in the First Schedule to the said Act, namely:—
 - (1) In the First Schedule, under the heading "UNIVER-SITY OF MADRAS" after the entries, the following entry shall be inserted, namely:—
 - "Diploma in Medicine D. M. (Gastroenterology)—
 (Gastroenterology)"
 - (2) under the heading "Dr. M.G.R. MEDICAL UNI-VERSITY, MADRAS" after the entries, the following entry shall be inserted, namely :---
 - "Diploma in Medicine (Gastroenterology)--D. M. (Gastroenterology)"
 - (3) under the heading "MAHATMA GANDHI UNI-VERSITY", after the entries, the following entries shall be inserted, namely:—
 - "Doctor of Medicine (Community Medicine)—M. D. (Com. Med.)
 - Doctor of Medicine (Physiology)-M. D. (Physiology)"
 - (4) under the heading "UNIVERSITY OF GAUHATI", after the entries, the following entry shall be inserted, namely:—
 - "Doctor of Medicine (Forensic Medicine)—M. D. (Forensic Medicine)"

[No. V-11015/33/92-ME (UG)]
R. VIJAYAKUMARI, Desk Officer

सूचना और प्रसारण मंत्रालय

नई दिल्ली, 17 फरवरी, 1993

का. आ. 491—केन्द्रीय सरकार, राजभाषा (संघ के भासकीय प्रयोजनों के लिए प्रयोग) नियम, 1976 के नियम 10 के उप नियम (4) के प्रनुसारण में सूचना और प्रसारण मंत्रालय के निम्नलिखित कार्यालयों को, जिनके कर्मचारीबृन्द ने हिन्दी का कार्यसाधक ज्ञान प्राप्त कर'लिया है, श्रिधसूचित करती है:—

- 1. दूरवर्शन घनुरक्षण केन्द्र, रतलाम
- 2. दूरदर्शन भनुप्रसारण केन्द्र, रतलाम
- 3. दूरदर्शन अनुप्रसारण केन्द्र, नागदा
- 4. दूरवर्शम धनुप्रसारण केन्द्र, सीमच
- दूरदर्शन धनप्रसारण केन्द्र, झाबुआ।

[संख्या ई. 11011/1/93 हिन्दी] प्रेम कृष्ण गोरावारा, निदेशक (राजभाषा)

MINISTRY OF INFORMATION AND BROADCASTING New Delhi the 17th February, 1993

S.O. 481.—In pursuance of Sub-rule (4) of rule 10 of teh Official Languages (Use for Official purposes of the Union) Rules, 1976, the Central Government hereby notify the following offices of the Ministry of Information and Broadcasting, the staff whereof have acquired the working knowledge of Hindi:—

- 1. Doordarshan Maintenance Centre, Ratlam.
- 2, Doordarshan Relay Centre, Ratlam.
- 3. Doordarshan Relay Centre, Nagada,
- 4. Doordarshan Relay Centre, Neemach.
- 5. Doordarshan Relay Centre, Jhabua.

[No. E-11011/1/93-Hindi] P. K. GORAWARA, Director (O.L.)

नई दिल्ली, 21 जनवरी, 1993

का थ्रा 482.—चलचित्र घ्रधिनियम, 1952 (1952 का 37) की धारा 5 की उपधारा (1) तथा चलचित्र (प्रमाणीकरण) निवमायली, 1983 के नियम 7 और 8 के द्वारा प्रवत्त मक्तियों का प्रथीग करते हुए केन्द्रीय सरकार गुवाहटी में केन्द्रीय फिल्म प्रमाणन बोर्ड के सलाह-कार पैनल को गठित करती है और निम्नलिखित व्य-क्तियों को तत्काल प्रभाव से और भ्रगले ग्रादेशों तक उक्त पैनल के सदस्यों के रूप में नियुक्त करती है :—

- श्रो तफज्जुल भ्रली
- 2. डा. दुर्गेश्वर डोली
- 3. डा. हरेन दास
- श्रीमती शान्मोडा ककोटी
- 5. थोनते भएवत चेटिया

- 6. श्रीमती कुन्तला डेका
- 7 श्री भ्रन्प कुमार चौधरी
- 8 श्रीके, एल रोचामा
- 9. डा. कैनेय चोंग्सियाना
- 10. श्री फेंक्स्टिन डब्स्य, मौमिन
- 11 श्री हस्का सुमी
- 12. श्री दिलीप चक्रवर्ती
- 13. श्री सुबुस दे

[एफ सं 801/9/92 एफ (सीं)]

एस. लक्ष्मीनारायणन्, संयुक्त सचिव

New Delhi, the 21st January, 1993

S.O. 482.—In exercise of the powers conferrede by subsection (1) of Section 5 of the Cinematograph Act 1952 (17 of 1952) and Rules 7 and 8 of the Cinematograph (Certification) Rules 1983 the Central Government is pleased to constitute advisory panel of the Central Board of Film Certification at Guwahati and appoint the following persons as members of the said panel with immediate effect and until further orders:—

- 1. Shri Tafazzul Ali
- 2. Dr. Durgeswar Doley
- 3. Dr. Haren Das
- 4. Mrs. Jnanoda Kakoty
- 5. Mrs. Makhan Chetia
- 6. Smt. Kuntala Deka
- 7. Shri Anup Kumar Chaudhuri
- 8. Shri K. L. Rochama
- 9. Dr. Kenneth Chawngliana
- 10. Shri Frankenstein W. Momin
- 11. Shri Huska Sumi
- 12. Shri Dilip Chakraborty
- 13. Shri Subal Dey

[F. No. 801/9/92-F (C)] S. LAKSHMINARAYANAN, Jt. Secy.

नई दिल्ली 21 जनवरी, 1993

(प्रमाणोकरण) नियमा-का. ग्रा. 483. -- चलचित्र साथ नियम और 8 के वर्ला चलचित्र द्राधिनियम, 1952 (1952 年7 37) पठित की उपधारा (1)कीं धारा हुए केन्द्रीय सरकार प्रयोग शक्तियों करते बरुष्टा को तत्काल प्रभाव से और प्रसाद फिल्म प्रमाणन तक केन्द्रीय प्रगले सदस्य में नियुक्त करति है। के रुप

> [फा सं 801/9/92-एफ(सी)] एस. लक्ष्मीनारायणम्, संयुक्त सचिव

New Delhi, the 21st January, 1993

S.O. 483.—In exercise of the powers conferred by subsection (1) of Section 3 of the Cinematograph Act, 1952 (3) of 1952) read with Rule 3 of the Cinematograph (Certification) Rules 1983, the Central Government is pleased to amount Prof. Satya Prasad Barua as member of the Central Board of Film Certification with immediate effect and until further orders.

[File No. 801/9/92-F (C)] S. LAKSHMIANARAYANAN, Jt, Secy.

श्रम महालय

नई दिल्ली, 16 फरवरी, 1993

का. श्रा. 484.—-औद्योगिक विवाद श्रिधिनियम, (1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार स्टेट बैंक आफ सीराष्ट्र के प्रबन्धतन्त्र के संबद्ध नियोजकों और उमके कर्मकारों के बीच, अनुबन्ध में निर्विष्ट औद्योगिक विवाद में केन्द्रीय मरकार औद्योगिक प्रधिकरण, नं. 2, मुम्बई के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 16/2/93 को प्राप्त हुआ था।

[संख्या एल 12011/62/85-धी-II(ए)] एस. के. जैन, डैस्क अधिकारी

MINISTRY OF LABOUR

New Delhi, the 16th February, 1993

S.O. 484.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, No. 2, Bombay as shown in the Annexure in the industrial dispute between the employers in relation to the management of State Bank of Saurashtra and their workmen, which was received by the Central Government on 16-2-1993.

[No. L-12011/62/85-D.II (A)] S. K. JAIN, Desk Officer

ANNEXURE

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 2 BOMBAY

PRESENT:

Shri P. D. Apshankar, Presiding Officer, Reference No. CGIT-2/31 of 1986

PARTIES :

Employers in relation to the Management of State Bank of Saurashtra

AND

Their Workmken.

APPEARANCES:

For the Employers—Shri M. J. Sheth, Advocate. For the workman—Shri N. A. Mehta, Representative.

INDUSTRY: Banking STATE: Gujarat

Bombay, the 25th January, 1993

AWARD

The Central Government by their Order No. L-12011/62/85-D.II (A) date: 7 8-1986 have referred the following Industrial Dispute to this Tribunal for adjudication under Section 10(1)(d) of the Industrial Disputes Act, 1947.
491 GI/93-15

"Whether the action of the management of State Bank of Saurashtra in terminating the services of 19 workmen mentioned in the Annexure is justified? If not, to what relief are the workmen concerned entitled?"

Sr. Name of the Worker	Designation
1. Shri Raiya Veja	Chowkidar
2. Shri Lilabhai R.	Chowkidar
3. Shri Udesingh Hamirji	Chowkidai
4. Shri Jagu Elhal	Chowkidar
5. Shri Lalabha Godad	Chowkidar
6. Shri Jaminh Balsinh	Çhowkidar
7. Shri Gambhir Sinh G.	Chowkidau
8. Shri Natwardan K.	Chowkidar
9. Shri Balji Kanji	Chowkidar
10. Shri Nagagan Jutha	Chowkidar
11. Shri Gulubhai Khimji	Chowkidar
12. Shri Hamirsinh Navals uh	Chowkidar
13. Shri Surabhai Motabhai	Chowkidar
14. Shri Vikram Kala	Chowkidar
15. Shri Temubha Renubha	Chowkidar
Shri Kanak Sinh Meruji	Chowkidar
17. Shri Ramsinh Makabhal	Chowkidar
18. Shri Man Sinh Amarsinh	Chowkidar
19. Shri Jayantilal K. Erda	Chowkidar

The case of the said 19 workmen as disclosed from the Statement of claim (Ex. 2) filed on their behalf by the General Secretary of the Saurashtra Majoor Mahajan Sanga, Rajkot, in short is thus:

The Saurashtra Majoor Mahajan Sangh, Rajkot, is the union registered under the Indian Trade Unions Act, 1926. The State bank of Saurashtra, Porbandar had lent huge amounts to Maharana Mills Limited, which was a cotton textile Mill. The said Mill used to employ about 2500 workmen including the workmen in question to safeguard their property. The said Maharana Mills Limited was declared as a closure by the notice dated 11-2-1983. By the said natice dated 11-2-1983 the Maharana Mills Limited terminated the services of all the workmken except the concerned workmen in this reference who were working as watchmen, and those workmen continued in the employment of the Maharana Mills upto 1-3-1983. They were accordingly paid their waces upto the said period. Thereafter from 2-3-1983 without any interruption, the State Bank of Saurashtra took over the services of the workmen in question, and paid them their regular wages and as such the workmen in question were continued in the services of the said bank without any iterruption. However the bank by their notice dated 31-12-1983 terminanated the services of the workmen in question, and this termination was in breach of the provisions contained in Section 9-A and 25-F of the Industrial Disputes Act. However even thereafter the said workmen continued to perform their regular duties upto 31-3-1984, and the property of the said Mills was guarded and watched by the workmen in question alongwith six more watchmen. However the workmen in question were in the continuous services of the Bank for more than 1 year, and as they were in uninterrupted services firstly with the said mills and then with the said bank, they were entitled to one month's notice, and then the necessary retrenchment compessation from the bank. However the bank has committed a breach of the provisions contained in Sections 9-A and 25-F of the Industrial Disputes Act. Therefore the termination of the services of the workmen in question is void ab-initio, and

such, they shall be deemed to be continued in the services of the bank, and they are entitled to their regular wages due from 1-1-1984 and onwards till they are reinstated in the services of the bank. The said mill is still closed, and the property of the mill is in possession of the bank and is watched and guarded by the bank by new recruits got through a contractor. However the workmkan in question were not offered those posts, and as such the bank management has committed a breach of the provisions contained in Section 25-H of the Industrial Disputes Act. The union therefore lastly prayed that this Tribunal should direct the bank to reinstate the workmen in their services with full back wages from 1-1-1984 till they are reinstated in their services.

- 2. The taid union filed a further Additional Statement of claim (Ex. 2-A) and alleged thus:
 - "hri Jayantilal K. Erda was serving in the Maharana Mills, Porbandar, as a peon-cum-watchman at Villa No. 7 belonging to mill. As the said mills were crossed and as the possession of the property of the mills including the Villa No. 7 was taken over by the said bank, the services of abovesaid Erda were taken over by the bank along with the other 18 watchmen in question.

The State Bank of Saurashtra, by their Written Statement (Ex. 3) contested the claim of the said union, and in ubstance contended thus:

Not dates regarding the termination of the services of the workmen in question are mentioned in the reference, and as such, the present reference is vague and bad in law and not tenable in law. The Maharana Mills Limited had borrowed a large amount of loan from the said bank. The said Mills were declared as a closure by the notice dated 11-2-1983. It was a total closure, and as per the closure notice itself, the services of all the employees including the workmen in question were terminated, and it was futher declared that all those employees would be entitled to pest salaries, notice pay and the other legal benefits. It is not true that the said mills terminated the services of all the workmen except the workmen in question. It is also not true that on and from 2-3-1983 the State Bank took over the services of the workmen in question. The bank who was saddled with the responsibility of safeguarding the property of the said mills, had to take steps to protect the property of the mills, and hence, employed the watchmen on temporary basis and on daily wascs, as a temporary arrangement. the services of the workmen in question under the services of the workmen in question under the services of the mills, the services of those workmen under the mills cannot be targed to the services under the bank. From the inception, the bank wanted to make their own arrangement to watch the property, purely on humanitarian grounds, the bank employed the workmen in question as fresh employees on temporary basis and on daily wages from 2-3-1983. This was never to be a permanent arrangement but was only a stop gap arrangement to the knowledge of the workmen in question. Therefore as soon as the better arrangements were completed, the bank by their notice dated 31-12-1983 terminated the services of the workmen in question w.e.f. 31-12-1983. and from that date no workmen in question remained in the services of the bank onwards. It is not true that the said workmen continued in the services of the bank after 31-12-1983 upto 31-3-1984. It is also not true that the said workmen were guarding the mills along with the six other watchmen. The termination of the services of the workmen in quesiton is not in any way in breach of the provisions contained in section 9-A or under Section 25-F of the Industrial Disputes Act. The workmen in question did not Disputes Act. possess the necessary qualifications and the service eligibility, and as such they could not have been employed in the services of the bank as regular employees. However, purely on humaniterian grounds the bank had employed them only for a temporary period pending the finalisation of suitable arrangements. As the said workmen were not in

the services of the bank from 1-1-1984, the bank is not liable to pay any wages to them. The union, if at all wants to claim any relief, can claim it from the said mills, and not from the bank. As the said workmen were not in the services of the bank for more than 1 years, the provisions of Section 25-F of the Industrial Disputes Act are not attracted to the present case. Therefore these provisions of section 25-H are also not attracted in the present case. As regards the workman Shri J. K. Erda, the bank management contended thus:

- "There was no relationship of Master and Servant between the Bank and Shri Erda. He was never on the pay-roll of the Bank. He was looking after the Guest House of the Mill Company, and on the instructions of the mill company, the bank on behalf of the mill company had pald certain amounts to Shri Erda and debited the amounts to the account of the Mill Company. Later on the said Guest House was rented to Saurashtra Cement and Chemicals Industrica Private Ltd., who took over the services of Shri Erda w.e.f. 1-5-1984, and as such Shri Erda cannot claim any relief from the bank, but can claim it, if any, from the siad company. The bank management further contended that the said union had filed a Civil Suit No. 1 of 1984 in the court of Civil Judge (Senior Division) at Porbandar for a declaration that they were employees of the bank. However that suit was later on unconditionally withdrawn by them, and as such, the present relief claimed by them is barred by the principle of estopped/acquiecence. The bank management therefore, lastly prayed for the rejection of the prayer of the union. The bank management filed their further Additional Written Statement (Ex. 3-A) and contended thus:—
- In the present reference the main question that will have to be decided is whether the closure of the Maharana Mills was partial or complete, and unless that matter is decided by the competent court the union cannot claim that the workmen in question were in continunous services of the mills and of the bank, if any. The Maharana Mills Company Limited is governed by the provisions of the Bombay Industrial Relations Act, and the Assistant Labour Commissioner (State) and the State Industrial Court are the proper authorities to hear the disputes between the said mills and their workmen. However, the union did not raise their dispute accordingly. Therefore the present Central Government Industrial Tribunal has no iurisdiction to decide the matter in question involved between the said mills on one side and the workmen in question on the other side.
- 4. The Issues framed at Ex. 4 are:
 - (1) Whether the present reference, without mentioning the dates of the termination of the services of the different workmen, is bad in law, and as such, untenable?
 - (2) Whether Maharana Mills is a necessary party?
 - (3) Whether the Maharana Mills Ltd. and terminated the services, by their notice dated 11-2-1983, of all the employees, except those of the 19 workmen in question?
 - (4) Whether there existed any relationship of master and servant between the Bank and Shri J. K. Erda? If not, whether he i.e. Shri Erda is entitled to any relief?
 - (5) Whether the quesiton whether the closure by Maharana Mills Ltd., covered all its workmen or some were left out as contended by the Union, can be gone into in the present reference, in the absence of the Mills as a party to the proceeding? If not, is the reference legal and valid?
 - (6) Whether the State Bank of Saurashtra had taken over the services of the said 19 workmen without interruption from 2-3-1983 ?

- (7) Whether the said Bank had employed the said workmen as fresh employees and on temporary and daily wages basis from 2-3-1983, to protect their client's property, i.e. that of the said Mills?
- (8) Whether the said Bank terminated the services of the said workmen w.e.f. 31-12-1983 ?
- (9) Whether the said workmen, as employees of the said Bank, continued performing their regular duties of protecting the property of the said Mills, till 31-3-1984?
- (10) Whether the relief claimed under the present reference is barred by the principle of estoppel/acquiescence in view of the unconditional withdrawal of Civil Suit No. 1 of 1984 filed by the Union of the present workmen in the Court of Civil Judge (Senior Division), Porbandar?
- (11) Whether the termination of the services of the said workmen by the said Bank by the Notice dated 31-12-83 is in contravention of the provisions contained in Sections 9-A and 25-F (b) of the Industrial Disputes Act?
- (12) Whether the said workmen are entitled to the wages due from 1-1-1984 to 31-3-1984, and if so, from whom?
- (13) Whether the said Mills/the Bank has committed a breach of the provisions contained in Section 25-H of the Industrial Disputes Act concerning the said workmen?
- (14) Whether the action of the management of State Bank of Saurashtra in terminating the services of 19 workmen mentioned in the Annexure, is justified?
- (15) If not, to what relief are the workmen concerned entitled?
- (16) What Award?
- 5. My findings on the said Issues are :
 - (1) Tenable in law.
 - (2) Yes.
 - (3) Yes.
 - (4) No.
 - (5) Legal and valid
 - (6) No.
 - (7) Yes.
 - (8) Yes.
 - (9) No.
- (10) No.
- (11) No.
- (12) No.
- (13) No.
- (14) Yes.
- (15) Nil
- (16) As per below.

REASONS

6. Shri L. K. Joshi, one of the applicants, filed his affidavit (Ex. 7) in support of the case of the workmen and he was cross-examined on behalf of the bank management. Shri J. K. Erda, the 19th workman filed his affidavit (Ex. 20) in support of his case and he was cross-examined on behalf of the bank management. The bank management filed the affidavit of Shri K. M. Gohil (Ex. 25), and he was cross-examined on behalf of the union. According to the workmen, they were previously in the services of the Maharana Mills Limited which was declared as a closure by the notice dated 11-2-1983, and that the workmen were

paid their wages by the Maharana Mills upto 1-3-1983, and that thereafter from 2-3-1983 they were in uninterrupted services of the bank upto 31-3-1984. According to the workmen they were paid their wages by the bank due from 2-3-1983 to 31-12-1983, and that the bank did not pay them their wages due from 1-1-1984 to 31-3-1984 on which date their services were terminated by the bank, and that the bank had not given them the necessary notice, or the wages in lieu of notice, and the retrenchment compensation. According to the bank, they had only temporarily employed the workmen in question to safeguard the property of the Maharana Mills, and that the bank had paid them the necessary wages of the period of 2-3-1983 to 31-12-1983 on behalf of the Maharana Mills Ltd. and that the services of the workmen were terminated by the notice dated 31-12-1983 from that date. According to the bank, no relation of master and servants or employer and employees as such existed between them and the workmen, as the bank was paying the wages on behalf of the Maharana Mills Ltd. and that the workmen were not in the regular services of the bank, but that the bank had only temporarily appointed them to watch the property of the Maharana Mills Ltd. The documentary evidence on record, and also the oral evidence strongly supports the case of the management.

- 7. The documentary evidence on the record is thus:
 - Ex. 5 is a Statement regarding the particulars of salary paid to temporary chowkidars including the workmen in question by the bank from March 1983 to December, 1983.
 - Ex. 6 is a Statement showing the amounts paid by the bank to the Security Contractor Shri Atiya Bhoja during the years of 1984, 1985 and 1986. It is seen from the Statement that the amount of Rs. 5,600 was being paid per month by the bank to Shri Atiya Bhoja. It is thus quite clear that the bank had employed the watchmen including the workmen in question through the Security Contractor Shri Atiya Bhoja, and as such, the workmen were not in the regular services of the bank.
 - Ex. 9 is the letter dated 6-7-1983 signed by the workmen in question and others which states thus:
 - "We hereunder signatory employees of Maharana Mill hereby state that State Bank of Saurashtra, Manekchowk Branch has employed us purely on compassionate ground. As the Mill Company has closed and our family are nearly staryation position and at our request Bank has employed us purely on temporary basis.
 - We further also confirm that we shall not have any claim or rights of any employment in the Bank. Our services are purely temporary in nature and rules and regulations of temporary employment in Bank will be applicable to us."

It is thus quite clear from this letter dated 6-7-1983 that the workmen in question and others were employed by the bank purely on temporary basis and on compassionate grounds, and that they were not in the regular service of the bank.

Ex. 10 is the copy of the Cash Credit Account maintained by the bank, and the Maharana Mills has been described therein as a borrower. It is seen from this account that certain amounts were debited to the account of Maharana Mills towards the salary of the temporary chowkidars by the bank from time to time from 1-3-1983 to 1-3-1984. It is thus quite clear from this Cash-Credit Account that the bank was pay in the amounts, i.e. the wages to the workmen for and on behalf of the Maharana Mills, and hence those amounts were debited in the account of the Maharana Mills. Therefore no relationship of master and servant existed between the bank and the workmen. As those workmen were looking after the property of the Maharana Mills which was declared as a closer, the bank was paying the wages to the workmen watchmen on behalf of the Maharana Mills. The workmen Shri L. K. Joshi admitted in his cross-

From 11-2-83 to 1-3-1983 the Maharana Mills had engaged their services in the mills and the Manarana Mills were making the payments to them. The Manager of the State Bank of Saurashtra had engaged them as watchmen from 2-3-1983 without their application and without taking their interviews. Before a person is appointed as a watchman etc., firstly his application is invited by the bank and his interview is taken by the bank. It is thus quite clear from the said statement made by that workman that the workmen in question were not employed in the regular services of the bank but were employed only on temporary basis, and the wages were being paid by the bank on behalf of the mills. The said workman further stated in his cross-examination that, "Shri Bhoja was a retired watchman of the bank, and the bank had given him a contract from 1-1-1984 for making the security arrangements." Therefore the workmen in question were not in the direct services of the bank. The management witness Shri K. M. Gohil, the Branch Manager, stated in his affidavit thus:

"The bank was saddled with the responsibility of safeguarding the property of the mills and had engaged the workmen as watchmen from 2-3-1983 without taking any application from them and without any interview, purely as a temporary measure. From the inception, the Bank wanted to make their own arrangement for watching the property, but purely on humanitarian grounds bank had employed the workmen, afresh from 2-3-1983.

If the Bank proposes to recruit any person, firstly an application is invited by the bank and the interview of the person concerned is taken thereafter. If the candidate is selected by the selection committee, the appointment order is given to him. No such procedure was adopted for giving work to the workmen in question. As soon as the better arangements were completed, the services of the workmen were terminated by the notice dated 31-12-1983, and the workmen in question were not in the services of the bank from 1-1-1984. During the period for which the temporary arrangement subsisted, the watchmen were paid by the bank on behalf of the mills, and the said amount was debited to cash credit proforms account of the mills." In his cross-examination the said bank witness stated thus:—

"The watchmen were appointed in the services of the Bank on the oral request of the management of the Mills for safeguarding the property of the mills."

I see no reason to disbelieve any of the statements made by the said bank witness in his affind it as well as in his cross-examination, as his evidence is quite well supported by the documentary evidence on record as above.

8. ISSUE No. 1

According to the bank management, the present reference without mentioning the dates of the fermination of the services of the different workmen, is bad in law and is untenable. However, in para 7 of the Statement of Claim, the union has stated that the bank by its notice dated 1-12-1983 had terminated the services of the workmen concerned in the present reference. Therefore, both the parties vere aware of the fact that the services of the workmen were terminated by the bank by the notice dated 31-12-1983. Therefore eventhough the said date is not mentioned in the reference. I do not find that the said reference can be considered as invalid on that ground. I find that the reference made by the Central Government is quite tenable in law, as the Central Government was of the opinion that an industrial dispute existed between the parties.

9. ISSUE No. 1 is therefore found in the negative.

ISSUE No.-2

According to the bank management, the Maharana Mill is a necessary party to the present reference. Therefore, this Tribunal suo moto brought the Maharana Mills as a party

to the present reference. Thereafter the notices were issued to the Maharana Mills to file its statement in the matter. However eventhough the necessary notices were duly served upon the mills, nobody from the mills appeared before this tribunal, and did not file its statement in the matter. This Tribunal had issued notices to the official liquidator of the Maharana Mills also, but he also did not appear and did not file any statement in the matter. Therefore, the present reference proceeded further in the absence of the Maharana Mills which was declared as a closure.

ISSUE No. 2 is therefore found in the affirmative.

10. ISSUE No. 3

According to the bank management, after the closure of the Maharana Mills, the services of all the workmen including the workmen in question, were terminated by the Maharana Mills by their notices dated 11-2-1983. This notice dated 11-2-1983 stated that, "as the mill is closed, the services of the employees of the mill are terminated. All the employees of the mills will be entitled to their past services, notice pay and the other legal benefits." I therefore find that the services of all the workmen including the workmen in question were terminated by the mills by the notice dated 11-2-1983.

ISSUE No. 3 is found accordingly.

11. ISSUE No. 4

According to the bank management, no relationship of master and servant existed between them and the workman Shri Erda. Shri Erda in substance stated in his atlidavit thus:

"He was working in Maharana Mills Limited, and his place of duty was at Villa No. 7, a guest house of the mills. The possession of that Villa was taken by the bank of Saurashtra, along with the other property of the mills. He was paid the wages by the bank for the period of 1-8-1983 to 31-4-1984. His services were terminated from 11-11-1984. However he was not paid the wages due from 1-5-1984 to 11-11-1984. After the termination of his services the bank employed a new person at Villa No. 7" However, in his cross-examination he stated and admitted:

"He was not issued any appointment letter by the bank. As a closure of the mills, he was discharged from the services of the mills. He was unemployed after the closure of the mills till he was appointed in the guest house of the mills." (As such there was no continuity of services as regards the services of Sbri Earda with the Maharana Mills and his alleged services with the bank.)

12. Shri Erda further stated in his cross examination thus:

Nobudy from the bank used to come to mark his presence or the attendance in the guest house. He was not issued any certificate by the bank regarding his service in Villa No. 7" As such I find that no relationship of master and servant existed between the bank and Shri Erda regarding his work in Villa No. 7 during the period in question. The bank's witness Shri K. M. Gohil, the Branch Manager, in substance stated about the work of Shri Earda in his affidavit thus:

"Shri Erda was not employed by the bank. He was engaged in Villa No. 7, a residential block owned and managed by Mehta Groups. The possession of Villa No. 7 was not taken by the bank. The services of Shri Erda were not taken over by the bank along with the other watchmen. Shri Erda was pand an ad-hoc amount by the bank of the period of 1-8-1983 to 30-4-1984 as per the communication of the Maharana Mills, and the amount paid to Shri Erda debited to the account of Maharana Mills. From 1-5-1984 Shri Erda was engaged by Saurashtra Cement and Chemical Industries Limited, and that company had made the payment to him of his service period there."

The different Statements made by the said bank's witness are supported by the documentary on record, and as such the case of the bank management as regards the watchman Shri Earda is quite acceptable to me. The documentary vidence on record regarding the services of Shri Erda is thus

Ex. 11 is the letter dated 11-7-1983 by the Maharana Mills to the Manager of the State Bank. This letter stated that Shri Farda, the new incumbent, will take charge of Villa No. 7 on 31-7-1983, and that the bank should continue making payment to the new care taker Shri Erda as was being paid to the carlier care taker. However the other documentary evidence on record shows that the bank was making the payments to Shri Erda on behalf of the Maharana Mills.

Ex. 12 is the letter dated 2-3-1985 by the Saurashtra Cement and Chemical Industries Limited to the said bank wherein the said company stated that their company had not paid any amount to Shri Erda by way of salary etc. from 1-8-1983 to 30-4-1984.

Ex. 13 is letter dated 5-3-1985 by the Maharana Mills to the State Bank of Saurashtra which stated that the mills had raid the stipend of Rs. 100 per moath from August 1983 to April 1984 to Shri Erda for working at Villa No. 7. It is thus quite clear that the amounts of wages etc. were being paid to Shri Farda by the Maharana Mills and not by the bank. Therefore, the statement of Shri Erda in his affidavit (Ex. 20) that he was paid the wages from 1-8-1983 to 30-4-1984 by the bank itself cannot be accepted. Shri Erda has claimed the wages of the period of 1-5-1984 to 11-11-1984 from the bank. However, the letter Ex. 14 negatives his claim. That letter Ex. 14 is a letter by the Saurashtra Cement and Chemical Industries Ltd. dated 25-4-1985 addressed to the Benk. By this letter the said company informed the benk that the watchman Shri Earda was paid by that company through their transport agent M/s. Ambica Transport, Porbandar, regarding the service at Villa No. 7, on purely temporary basis at the rate of Rs. 300 per month of the period of May 1984 to November 1984. Therefore the watchman Shri Earda cannot claim the wages from the bank of the said period.

Ex. 15 is a letter dated 2-8-1983 sent by the manager of the bank to Shri Earda. By this letter, the bank had informed Shri Erda that certain three officers of the bank had come, and asked Shri Earda to make the sloeping arrangements of them in Villa No. 7. The letter dated 22-11-1983 (Ex. 16), the letter dated 1-3-1984 (Ex. 17), the letter dated 21-4-1984 (Ex. 18) and the letter Ex. 19 are similar letters ent by the bank to Shri Earda asking him to make arrangements of the guest of the bank in Villa No. 7. Therefore, it was urged on behalf of Shri Earda that Shri Farda was working with the bank, and the bank was liable to pay the necessary amounts of wages to him. However, as noted above, the bank had haid the necessary wages to Shri Earda on behalf, of the mills, and not directly as an employee of the bank. Therefore I find that no relationship of master and servant existed between the bank and Shri Erda and as such, he is not estimate to claim any relief from the bank.

ISSUE No. 4 is therefore found in the negative.

13. ISSUE No. 5

As regards the issue No. 5, the Maharana Mills has already been brought on record as a party to the present proceedings, eventhough the mills or their official liquidator did not actually appear before this Tribunal and did not file any statement regarding their say in the matter. Therefeore the question whether the closure by the Maharana Mills covered all the workmen or only some of them can be considered by this Tribunal. It is clear from the notice dated 11-2-1983 regarding the colosure of the mills what services of all the workmen including the workmen in question were terminated by the Maharana Mills. As such I find that the present reference is quite vaild and legal.

ISSUE No. 5 is therefore found accordingly.

14. ISSUES Nos. 6, 7, 8, and 9

According to the workmen in question, they were firsty in the services of the Maharana Mills, and thereafter they were in uninterrupted services of the bank. However, as noted above, the bank had employed the 18 workmen in question as fresh employees only to protect the property of the mills, and not for the purpose of the bank. Further, the bank's was paying the wages of those workmen for and on behalf of Maharana Mills, and the necessary amounts were debited in the account of the Maharana Mills. Those workmen in question were not in the regular services of the bank, as no applications were invited from them and no interviews were taken before they were temporarily employed to safeguard the property of the mills. As soon as the better arrangements regarding the regular watchmen were complete, the bank by their notice dated 31-12-1983 terminated the temporary services of the workmen in question. There is absolutely no documentary evidence on record to show that those workmen continued in the services of the bank after 31-12-1983. Therefore Issues Nos. 6 and 9 are found in the affirmative, while Issues Nos. 7 and 8 are found in the

15. ISSUE No. 10

According to the bank management, the relief claimed by the workmen is barred by the principle of estoppel/acquiescere as the civil suit filed by the workmen was unconditionally withdrawn by them. Ex. 22 is the copy of the Judgment in Regular Civil Suit No. 1 of 1984 filed by the workmen in question against the State Bank of Saurashtra. It is seen therefrom that the workmen plaintiffs had filed that suit to get an injunction restraining the defendant bank from terminating the services of those workmen plaintiffs. However that suit was disposed of by the Civil Judge (J.D.), Porbundar by the Judgment dated 31-1-1986 on the ground that the competent authority in the matter was he labour court under the Industrial Dispute Act, and not the Civil Court. As such that suit was not withdrawn by the workmen, but it was disposed of by the Civil Court for the said reason. As such the alleged relief claimed by the workmen under the present reference is not barred by the principle of estoppel/acquiescen.

ISSUE No. 10 is found in the negative.

16. ISSUE Nos. 11 and 13

According to the workmen, while terminating their services by the notice dated 31-12-1983, the bank has committed a breach of the provisions contained in Sections 9-A and 25-P and 25-H of the Industrial Disputes Act. However, as noted above, those workmen were employed only to safeguard the property of the mills purely on temporary basis, and that their wages were being paid by the bank for and on behalf of the mills, and they were not in the regular services of the bank. As such there was no question of committing any breach of any of the provisions of the said Sections by the bank.

ISSUES Nos. 11 and 13 are therefore found in the negative.

17. ISSUE No. 12

According to the workmen, they had continued working with the bank from 1-1-1984 to 31-3-1984. However, there is no documentary evidence on that point, nor is there any convincing oral evidence in that respect. Therefore hose workmen are not entitled to claim any wages from the bank of the said period.

ISSUE No. 12 is, therefore, found in the negative.

18. In the result, the action of the State Bank of Saurashtra regarding the alleged termination of the services of 19 workmen who were employed purely on emporary basis is quite just, proper and legal. As such they are not entitled to claim any relief from the bank.

Issue No. 14 is therefore found in the offirmative, while Issue No. 15 is found in the negative. In the result, the following Award is passed:

AWARD

The action of the management of the State Bank of Saurashtra in the alleged termination of the services of the 19 workmen employed purely on temporary basis for and on behalf of the Maharana Mills Limited to safeguard their property, is just, legal and proper.

The parties to bear their own costs of this reference.

P. D. APSHANKAR, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. आ. 485.—औद्योगिक विवाद अधिनियम, 1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार भारतीय स्टेट बैंक के प्रबन्धतन्त्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण व श्रम न्यायालय कानपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुआ था।

[संख्या एल-12012/276/88-माई मार (वी III)] एस.के. जैन, ईस्क प्रधिकारी

New Delhi, the 18th February, 1993

S.O. 485.—In Ipursuance of Section 117 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal-cum-Labour-Court, Kanpur as shown in the Annexure, in the industrial dispute between the employers in relation to the management of State Bank of India and their workmen which was received by the Central Government on the 17-2-93.

[No. L-12012/276/88-IR(BIII)] S. K. JAIN, Desk Officer

ANNEXURE

BEFORE SHRI ARJAN DEV PRESIDING OFFICER CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 41 of 1990

In the matter of dispute between:

Sri G. K. Pandey, President, Uttar Pradesh Bank Employees Congress, 121 Alopi Bagh, Allahabad.

AND

The Regional Manager, Bhartiya State Bank, Regional Office, Region No. 4, Mall Road, Kanpur.

AWARD

- 1. The Central Government. Ministry of Labour, vide its notification No. L-12012/276/88-I.R.(B-3) date 10-1-90 has referred the following dispute for adjudication to this Tribunal—
 - Kya State Bank of India, Mahoda Branch ke prabandhako dwara bhutpurwa sub staff Sri Harish Chandra ko dinonk 26-8-81 se sthai na kerna ayam vetan ka anter na dena nyayochit hai? Yadi nahi, to sanbhandhit karmkar kis anutosh ka haqdar hal?

- 2. The case of the Union in short is that the workman was appointed as a messenger in the Mahoba Branch of the Bank on 26-8-81 and he continued working as such for 91 days upto 24-11-91, when his acrvices were illegally terminated by the management. Subsequently on 25-11-81, he was engaged at that very branch as a canteen boy on Rs. 250 per month. The Union alleges that although the workman was appointed as a Canteen Boy, the management seldom took from him the work of canteen boy throughout his engagement as canteen boy till 1-3-90, the management took from him the work of messenger. The Union alleges that despite continuous service of so many years the management did not make him permanent nor paid him usual salary and allowances of messenger and he was not even paid bonus. The union has further alleged that he was not the junior most at the time when his services were terminated. Union also alleges that about 2 dozen persons were appointed as messenger at the said branch after the illegal termination of the services of the workman. Thus the management violated the provisions of sections 25F, 25G and 25H of the Industrial Districtions. rial Disputes Act, 1947. It is also alleged by the Union that in response to advertisement in the News Paper the work-man submitted his application dated 6-7-89 on the prescribed form for being made permanent to the Regional Manager, Region IV, State Bank of India, Kanpur but instead of absorbing him in permanent service he was informed by the Regional Manager, vide his letter dt 21-7-89 that he did not fulfil the eligibility criteria as laid down in the settlement dt. 17th November, 1987 entered into between the management of the bank and Federation of the workmen. After that he sent another representation to the said Regional Manager on 1-8-89 for reconsideration of his request permanent absorption but no reply was given to him. The Union has alleged violation of Articles 14, 16 and 21 of the Constitution and Paras 493, 495, 507, 519, 522 and 524 of the Sastri Award as modified by the various bipartite settlements. The Union has, therefore, prayed that the action of the management in terminating the services of the workman w.e.f. 24-11-81 be declared as illegal and unjustified. The Union has further prayed for reinstatement of the workman w.e.f. 25-11-81 with full back wages and all other consequential benefits.
- 3. The management plead that the workman was given temporary appointment from 26-8-81 to 24-11-81 for 91 days at Mahoba Branch of the bank on half salary and allowances in terms of para 23.15 of the Desai Award which empowers the management of the bank to engage temporary hands for doing regular and permanent nature of bank's work. Such appointments are made due to sudden absence of the employees and or in case of temporary increase in the work in the branch or to meet some other exigency of the like nature. The management bank deny that the workman was employed as a Canteen boy on 25-11-81 by the bank. In fact he was engaged by the Local Implementation Committee of Mahoba Branch of the Bank which is a body separate and distinct from the bank. In terms of the bipartite settlement dt. 31-10-77, it was agreed between the parties that canteen at non specified branch/office would continue to be managed and run by a Local Implementation Committee. Mahoba Branch is not amongst the specified branches in terms of the said settlement. Thus there did not exist between the bank and the canteen boy the relationship of Master and Servant Workman's period of working as messenger cannot be clubbed with his working as canteen boy. The management deny violation of sections 25F, 25G and 25H of the I.D. Act and further denies any violation of any para of the Sastri Award as modified movided by the various bipartite settlements.
- 4. In support of its case, the Union has examined the workman. On the other hand, the management filed the affidavit of Sri A. K. Sinha an officer of the bank, alongwith some annexures but upon some of the documents filed with the said affidavit having been admitted by the authorised representative for the Union, the management did not produce Sri A. K. Sinha, in the witness box.
- 5. In this case, there is no dispute about the fact that the workman had worked as a messenger at Mahoba Branch of the bank for 91 days from 26-8-81 to 24-11-81. This is itself is not sufficient to attract the provisions of Section 25F, 25G read with rule 77 of I.D. Central Rules and section

25H read with Rule 78 of the said Rules. Had he worked continuously for one year, prior to the date of termination of his services, the things would have been different and it could have been well said from the side of the Union that the provisions of the above mentioned sections read with the said Rules were violated by the management.

- 6. The Union has come up with the case that from 25-11-81 the workman was engaged as a Canteen Boy but all along till 1-3-90, the work of messenger was taken from him. There is no documentary evidence from the side of the Union to prove that the work of messenger was taken from the workman during this period.
- 7. In his cross examination the workman has admitted that after 24-11-81, he was not paid his wages through the salary register through which the class IV employees of the bank were paid their salaries. After 24th November, 1981 he was not paid more than Rs. 250/- which was far less than the wages of a sub-staff. He also says that during this period he never made by representation to his senior officers of the bank that he was not being paid wages at par with the wages of sub-staff. These facts are sufficient to make me disbelieve the case set up by the Union that after 24-11-81 he had worked continuously as a messenger.
- 8. The next question for consideration in this case is whether as canteen boy was employee of the bank or not. In the banking industry there is no post of canteen boy and Sri G. K. Pandey the auth. representative for the Union has failed to show me any settlement or law on the basis of which it could be said that canteen boy is an employee of the bank. In LCA No. 15 of 1987 Ajai Kumar Versus State Bank of India, it has been held by me that canteen boy is not an employee of the bank. I see no reason to differ with my said view.
- 9. During the course of his arguments Sri Pandey has not challenged the action of the management on any other ground. Therefore, the question of the regularisation of the services of the workman as messenger and payment of difference of wages during the period which the workman had worked as a canteen boy does not arise.
 - 10. The reference is answered accordingly,

ARJAN DEV, Presiding Officer

नई दिल्ली, 18फरवरी, 1993

का.श्रा. 486 — औद्योगिक विवाद श्रिष्ठिनियम, 1947 (1947 का 14) की धारा 17 के श्रन्सरण में, केन्द्रीय सरकार बरेली कार्पोरेशन बैंक लिमिटेड के प्रबन्धसम्ब्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, श्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ध्रिष्ठिकरण, व श्रम न्यायालय, कानपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हमा था।

[संख्या एल-12012/87/86-डी IV (ए)] एस० कें० जैन डैस्क अधिकारी

New Delhi, the 18th February, 1993

S.O. 486.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, cum Labour Court. Kanpur as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Bareilly Corporation Bank Limited and their workmen, which was received by the Central Government on the 17-2-93.

[No. L-12012/87/86-DIV(A)] S. K. JAIN, Desk Officer

ANNEXURE

BEFORE SRI ARJAN DEV PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 61 of 1987

In the matter of dispute between .

Sri Baladutt Kandpal C/o Sri Govind Kandpal 10/106 Khalasi Lines, Kanpur.

AND

The Manager, Bareilly Corporation Bank Ltd., Gumit No. 5 Branch, Kanpur.

AWARD

- 1. The Central Government, Ministry of Labour, vide its Notification No. L-12012/87/86-D.IV(A) dt. 11th June, 1987, has referred the following dispute for adjudication to this Tribunal:—
 - Whether the action of the management of Bareilly Corporation Bank Limited in terminating the services of Sri Baladutt Kandpal, Peon w.e.f. 21-2-85, is justified? If not, to what relief is the workman entitled?
- 2. On 4-12-92, when the case was taken up for hearing Sri P. L. Bhasin appeared for the management. None appeared for the workman. I may state here that the present case is pending since 3-1-90 for the cross examination of the workman but on none of the dates fixed in the case between 3-1-90 and 4-12-92 the workman appeared for his cross examination. It therefore appears that the workman is not interested in prosecuting the case.
- 3. In view of the above, a no claim award is given in the case against the workman.

Reference is answered accordingly.

ARJAN DEV, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. आ. 487.—औद्योगिक विवाद ग्रिधिनियम, 1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार बरेली कार्पोरेशन बैंक लिमिटेड के प्रबन्धतन्त्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्विष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण व श्रम न्यायालय कामपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुआ था।

[संख्या एल-12011/53/89-माई मार (बी-I)] एस.क. जन, श्रेक्त अधिकारी

New Delhi, the 18th February, 1993

S.O. 487.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby published the award of the Central Government Industrial Tribunal-cum-Labour Court, Kanpur as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Bareilly Corporation Bank Limited and their workmen, which was received by the Central Government on the 17-2-93,

[No. L-12011/53/89-IR(B-I)]

S. K. JAIN, Desk Officer

ANNEXURE

BEFORE SRI ARIAN DEV PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 234 of 1989

In the matter of dispute between:

Sri Pankaj Kumar Khanna, C/o Sri V. N. Sekhari, 26/1C4 Birhana Road, Kanpur.

AND

The General Manager, Bareilly Corporation Bank Ltd., Bareilly.

AWARD

1. The Central Government, Ministry of Labour, vide its Notification No. 1-12011/53/89-IR(B)-I dated 27-9-89 has referred the following dispute for adjudication to this Tribunal:—

Whether the action taken by the management of Bareilly Corporation Bank in terminating the services of Sri Pankaj Kumar Khanna w.e.f. 5-7-85 is justified? If not, to what relief the workman concerned is entitled?

- 2. In this case rejoinder on behalf of the workman was filed on 8-11-91 whereafter the case was fixed for filing of affidavit evidence by the workman. No affidavit evidence on behalf of the workman was filed till 4-12-92 despite issue of potice to the workman.
- 3. It appears from the proceedings that the workman is not interested in the case. As such a no claim award is given against the workman in the case.
 - 4. Reference is answered accordingly.

ARJAN DEV, Presiding Officer

नई किल्बी, 19 फरवरी, 1993

का. था. 488.—औद्योगिक विवाद प्रधिनियम, 1947 (1947 का 14) की धारा 17 के प्रनुसरण में, केन्द्रीय सरकार भारतीय स्टेट बैंक के प्रबन्धतस्त्र के संबद्ध नियोजकों और जनके कर्मकारों के बीच, प्रनुबंध में निर्विष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण व श्रम स्थायालय, बंगुनीर पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 18-2-93 को प्राप्त हुआ था।

[संख्या एल-12012/131/87/इते II(ए)]

एस.के. जीत, जैस्क श्राधिकारी

New Delhi, the 19th February, 1993

S.O. 488.—In pursuance of Section 17 of the Industrial Disputes Act. 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Cum Labour Court Bangalore as shown in the Annexure, in the industrial dispute between the employers in relation to the management of State Bank of India and their workmen, which was received by the Central Government on the 18-2-93.

[No. L-12012/131/87-D.H(A)] S. K. JAIN, Desk Officer.

ANNEXURE

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, BANGALORE

Dated this 10th day of February, 1993

PRESENT:

Shri M. B. Vishwanath, B.Sc., B.L., Presiding Officer.

Central Reference No. 172187

I Party:

If Party:

Shri Shankarappa N. Reddy,

v s

The Chief Regional.

r o. N. Malkapur,

Manager, S.B.I.,

Via, Gunjahalli,

Regional Office,

Post Talmari,

P. B. No. 5014,

Raichur Taluk and

Bangalore-560 001

Dist. 584 140.

AWARD

In this reference made by the Hon'ble Central Government by its order No. L-12012 131 87-D.II(A) Dt. 3-12-87 the point for adjudication as per schedule to reference is:

- "Whether the action of the management of State Bank of India, Regional Office, Bangalore is justified in dismissing Shri Shankarappa N. Reddy, w.e.f. 27-3-86? If not to what relief workman is entitled?"
- 2. The I party workman was working as clerk|cashjer at Hospet branch of II party. As per the charge sheet Ex. W.3 the allegations against the I party workman are:—
 - (i) He fraudulently withdrey a sum of Rs. 1,500 on 9-7-84 from the S.B. account of the customer Sri Shalkraj by making a fictitious credit entry into the S.B. account of Shaikraj on 21-6-84 for Rs. 1,500. The proceeds of this withdrawal, the details of which were filled in and posted in the ledger by the I party workman were received by him in cash of Rs. 400 and the balance of Rs. 1,100 by adjustment into his S.B. Account.
 - (ii) The I party workman fraudulently withdrew a sum of Rs. 8,000 on 29-6-84 from the S.B. account of the customer Pedda Sunkappa by making a fictitious credit entry into the S.B. account of Pedda Sunkappa for a sum of Rs. 8,000 on 28-6-84.
 - (iii) The I party workman fradulently withdrew a sum of Rs. 10,500 on 21-7-84 from the S.B. account of Pedda Sunkappa by affording a spurious credit of Rs. 18,500 on 20-7-84.
 - (iv) The I party workman, with a view to covering up the above mentioned three fraudulent withdrawals aggregating Rs. 20,000. prepared two spurious credits, one for Rs. 1,500 dt. 20-7-84 m favour of Shaikraj's S.B. account and another for Rs. 18,500 dt. 20-7-84 to the credit of the S.B. Account of Pedda Sunkappa. These vouchers, bearing fictitious initials, were prepared by the I party and purported to have emanated from outward clearing transactions on 20-7-84 though the above mentioned account holders Shaikraj and Pedda Sunkappa were not entitled to such credits on that day. On 20-7-84 M/s. Pierce Leslie India Ltd, current account holders of the branch were entitled for a credit of Rs. 20,000 on account of clearing cheques tendered by them. In order to ensure that the two spurious credits of

- Rs. 1,500 and Rs. 18,500 should not come to light, the I party caused disappearance of the genuine clearing credit voucher in favour of Pierce Leshe India Ltd., To cover up the fraudulem acts, the I party manipulated the current account of S.B.M. and posted a spurious debit of Rs. 20,000 in their account and afforded a credit in the account of Mis. Pierce Leshe India Ltd., for a similar amount. These two entries were made by the I party in the said accounts after the relative day pooks were checked by the concerned officials.
- (v) The 1 party workman, with the intention of covering up his fraudulent acts, made spurious debit entries of Rs. 1,500 on 20-7-84 and for Rs. 8,000 on 20-7-84 in the S.B. account of Shaikraj and Pedda Sunkappa respectively.
- (vi). The 1 party workman availed himself of a loan from the Hospet Co-Operative City Bank Ltd. by producing before the said Bank salary certificate dt. 17-1-83 forged by him (I party) and without obtaining prior approval of the Bank.
- 3. In the claim statement it is contended :---

The I party workman was working as a cashier-cumclerk at Hospet branch of the Il party from the year 1980. The allegations made against the I party workness totally false. He has not committed any mis-conduct. I party workman is an active member of the State Bank Staff Union and was a local Secretary of the said Union. The II party has victimised the I party because of his union activity. The investigating officials stayed at Hospet for a period of one week and they coerced the I party workman on 8-8-84 to accept the alleged mis-conduct. I party workman gave undertaking as dictated by the disciplinary cell officials. The I party was threatened with dire consequences if he did not give such a statement. The D. E. held against the 1 party workman is illegal and improper. On the basis of the report submitted by the E.O. holding the I party workman guilty, the D.A. accepted the findings and passed an order dismissing the I party from service The D. E. held was illegal. The order of dismissal passed also is illegal. The penalty imposed is disproportionate to the misconduct. The I party had not committed any misconduct. The I party preferred an appeal against the order of dismissal passed by the D.A. The appeal also was dismissed. Both the D.A. and Appellate Authority have failed to consider the facts and circumstances. The I party is entitled to reinstatement with continuity of service and back wages.

4 In the counter statement it is contended :--

The allegations of misconduct against the I party workman are true. D.F., held against the I party was fair and proper. The I party workman was rightly dismissed from service. The appeal filed by the I party also was rightly dismissed. It is not true that the disciplinary cell officials coerced the I party to give the statement stated in the claim statement. The I party has given the statement, admitting the guilt, on his own free will and volition. He has voluntarily written that letter admitting the misconduct. It is not true the I party has been victimised. The I party workman is not entitled to any relief. The reference has to be rejected.

- 5 My learned predecessor has framed an additional issue regarding the validity or otherwise of the D.E.
- 6. On D.E. on behalf of the H party the F.O. M.W.1 was examined. On behalf of the I party workman he got himself examined as W.W.1.
- 7. My learned predecessor, by his order dt. 3-10-88 set aside the D.E., holding that the D.E cannot be sustained. He has permitted the II party to adduce evidence and establish its case.

- 8. On ments, on behalf of the II party M.W.2 to 8 have been examined. On behalf of I party, he has been recalled and further examined.
- 9. M.W.1 is the person who conducted enquiry. M.W.2 Sanjeeva Murthy was working as Officer in the Hospet branch at the relevant point of time. M.W.2 has stated on cross-examination that there is no pecuniary loss to the Bank because of I party workman. M.W.3 Nagaraj was then working as Manager of Hospet branch. He has stated that the I party workmen was working as a cashier-cum clerk. M.W.4 Gunalan is another cashier-cum-clerk of the Bank. He has been working as such since February 1983. M.W.5 Narasjanhamurthy was working a Junior Management Clerk. M.W.6 Shanbag is an officer of the H party who was working in Hospet till 1984. M.W.7 Nagaraboudi was working as Assit. Accountant in 1984. M.Ws. 2 to 7 have been recalled and further examined after D.E. was set aside.
- 10. There are in all 6 charges against the I party workman. I will take up the first charge now.
- 11. The sum and substance of the first charge is that the J party workman who was cashier-cum-clerk fraudulently withdrew a sum of Rs. 1,500 on 9-7-84 from the account of the customer Shaikraj by making a fictitious credit entry into the account of Shaikraj on 21-6-84 for Rs. 1,500. Out of this Rs. 1,500 fraudulently withdrawn, the I party workman received cash of Rs. 400 and the balance of Rs. 1,100 was adjusted into the account of the I party workman's S.B. account.
- 12 Ex. M.5 is the S.B. account sheet of the account holder Shaikraj. According to the H party the 1 party workman withdrew Rs. 1,500 from the account of Shaikraj under the withdrawal slip Ex. M.4 dt. 9-7-84. It is not the case of the H party that the account holder Shakraj's signature in the withdrawal from Ex. M.4 has been forged by the I party workman. Admittedly the signature in Ex. M.4 hears signature of the account holder Shaikraj. May be that the I party workman has filled up the withdrawal form, but the signature of the account holder Shaikraj. May be place in Fx. M.4 is that of the account holder Shaikraj himself. The account holder Shaikraj has not examined. It hears repetition. The sum and substance of I charge is that the I party workman fraudulently withdrew Rs. 1,500 mider the withdrawal slip Ex. M.4 from the account of Shaikraj. It has been bid down by our Hon'ble Court in 1979 I ab, I.C. 155 (Basavalingaiah Shivalingaiah Hiremath vls. The Management of Sri Ganeshar Textile Milks and another):
 - "Therefore always an enquiry by the Labour Court or Tribunal must confine itself to the charge framed against the workman in the domestic enquiry or the charges on the basis of which the penalty was imposed. It is not open to the manupement to level new charges against a workman which did not figure in the domestic enquiry or which did not figure the basis of the order in which penalty was imposed and to adduce evidence in support thereof before the Labour Court."

It may not be out of place to mention that one of the grounds why my Learned Predecessor set aside the D.P. held by the II party against the I party was that the account holders Shaikraj and Pedda Sunkappa were not examined. Even so, the account holder Shaikraj has not been examined in this Tribunal. The signature of Shaikraj in Ex. M.4 is not disputed. Shaikraj has not been examined to say that be did not send Ev. M.4 and that he did not withdraw the amount. When Ev. M.4 bears the signature of the account holder it is difficult to say that Shaikraj did not withdraw the amount though after amount was raid under Ex. M.4 the amount has gone into the hands of I party. The fact that the I party has made fictitious entries

in the account sheet Ex. M.5 of Shaikraj as speken to by M. Ws.2 to 4 does not establish the first charge when the account holder has not been examined to speak to the fact that he did not send Ex. M.4 the withdrawal slip and that it does not bear his signature or that he has not withdrawn the amount.

- 12. Ex. M.2 (a 15) dt. 27-7-84 is the alleged letter given by account holder Shaikraj to the branch manager purporting to explain the circumstances under which he put signature to withdrawal slip Ex. M.4 at the instance of I party. The primary evidence is not placed before this Tribunal. Shaikraj has not been examined and so Ex. M.2 (a 15) is not proved. Ex. M.2 (a 15), obtained presurably at the instance of the Bank, cannot be relied on to hold against I party. If the I party workman had fraudulently withdrawn the amount from the account of Shaikraj, Shaikraj himself would not have paid back into the bank through the payin-clip Ex. M.18 Rs. 1,500.
- 13. It is argued by the Learned counsel for the II party that as per Savings Bank day book Ex. M.16 there is no entry found as to the deposit made by Shaikraj and the I party made a fraudulent fictuious entry of giving credit for Rs. 1,500. This also does not prove the first charge because, as has already been stated. Shaikraj has not been examined to prove the gravemen of the charge. Suspicion is no proof. The fact that the I party workman out of Rs. 1,500 deposited into his account Rs. 1,100 as per payinglip Ex. M.13 also does not establish the charge so long as the grimfact remains that Shaikraj has not been examined to prove that he did not receive the amount under Ex. M.4 or that he had not authorised the I party to receive the amount.
- 14. Charges 2 and 3 relate to I party fradulently withdrawing Rs. 3,000 on 26-9-84 under the withdrawal slip Ex. M.14 and Rs. 10,500 on 21-7-84 under the withdrawal slip Ex. M.6 from the S.B. account of Pedda Sunkappa. It will therefore be convenient to take up these two charges together. May be that the I party workman has alled up the withdrawal slips Exs. M.14 and M.6. But it should be clearly born in mind that Pedda Sunkappa's signatures at the relevant places in Ex. M.14 and M.6 and on the reverse of these withdrawal slips are admitted to be those of Pedda Sunkappa himself. Here again account holder Pedda Sunkappa has not been examined. The non-examination of account holder Pedda Sunkappa militates heavily against the case of the H party against the I party. When Pedda Sunkappa has put his signatures to the withdrawal slips it is difficult to believe that the I party has made fradulent wwithdrawals. Fx. M.2 (a 24) is the letter dt 27-7-84 given by Pedda Sunkappa the branch manager explaining circumstances under which he put his signatures to the withdrawal slins and gave them to the I party workman. Since Pedda Sunkappa has not been examined what follows in Law is that Ex. M.2 (a 24) is not prove and it cannot be relied on. The fact that fictitious credit entries have been made by the I party workman in account of Pedda Sunkanna will not prove charges 2 and 3 since best evidence is not placed before the Tribunal.
- 15. Ex. M.8 is, according to II party, the confession letter given by I party workman. The I party has stated that it was taken under consion and threat. Let me proceed for a moment on the basis that I party workman give alleged confession letter Fx. M.8 voluntarily. Fx. M.8 given to the branch manager says:—

"Dear Sir.

Sub—Repayment of Rs. 20,000 withdrawn from S.B. account of Sri P. Sunkappa and Shaikraj

With reference to the withdrawals made by me from the above accounts on various dates, I undertake to repay the amount positively within two days of date of this letter.

I regret for error.

Thanking you Sir."

It is clear from Ex. M.8 that it is bereft of details. Though the names of Peddu Sunkappa and Shaikraj are mentioned in the subject column, it is not stated by the I party workman the dates of withdrawals of the amounts. I am of opinion that the contents in Ex. M.3 are vague. There is no clear confession or admission in Ex. M.8. Exs. M.12 and 11 dt. 13-8-84 and 29-8-84 respectively are the pay-inslips showing that Pedda Sunkappa himself has deposited into Bank Rs. 13,000 and Rs. 4,000. The alleged amounts fraudulently withdrawn by the I party workman have been paid back by the account holder himself. In the face of Ex. M.12 and 11 it is difficult to believe that the I party workman has made good the amounts. Ex. M.9 is the letter by branch manager. As also Ex. M.10. Even as per Exs. M.9 and 10 the account holders themselved have made good the amounts alleged to have been fraudulently withdrawn by the I party. The officer MW.2 Sanjeeva Murthy has clearly admitted that Pedda Sunkappa has credited back in all Rs. 17,000 as per Exs. M.11 and 12. If I party workman had fraudulently withdrawn the amounts, how come the account holders themselves have made good the amounts? This should be taken conjointly with the say of M.W.2 Sanjeeva Murthy, the then Officer of the Bank who has stated that because of I party there is no pecuniary loss to the Bank. This discussion casts unfavourable light on the case of II party against the I party.

- 16. For the aforesaid reasons, I am of opinion, charges 2 and 3 also are not proved.
- 17. Charges 4 and 5 relate to the alleged fraudulent acts of the I party workman to cover up the fraudulent withdrawals mentioned in charges 1 to 3. Obviously charges 4 and 5 hinge on charges 1 to 3. Since charges 1 to 3 are held not proved, it must be held that charges 4 and 5 are not proved. Otherwise there will be a legal paradox. On the facts and in the circumstances of the case charges 4 and 5 have to sink or swim with charges 1 to 3. I hold that charges 4 and 5 are not established.
- 18. Now I take up charge No. 6. The allegation against the I party workman is that he availed himself of a loan from the Hospet Co-operative City Bank Ltd., by producing before the said Bank salary certificate dt. 17-1-83 Ex. M.24. According to the II party the I party workman has forged the signature of the branch manager. The original salary certificate alleged to have been forged and produced by the I party is not placed before this Tribunal. Ex. M.24 is only a zerox copy. No official from the Hospet Co-operative City Bank Ltd., has been examined to prove that the I party produced before the said Bank the original of Ex. M.24 So 6th charge goes by the board.
 - 19. In view of my aforesaid discussion all the charges fail.
- 20. The I party workman has succeeded because of legal technicalities, because the charges 1 to 3 are not clear and because of the non-examination of Shaikraj and Pedda Sunkappa. In other words, the matter has to be decided in favour of the II party because of the mistakes committed by the II party I must confess that there is material on record to hold that the conduct of I party workman is not above board. So I grant only 25 per cent of the salary by way of back wages. I party was not dismissed by the II party on the ground that II party had no confidence in the I party. So the argument advanced by the Learned counsel for the II party that the II party had lost confidence in the I party and so I party workman cannot be reinstated in any view of matter cannot be accepted.
- 21. All other documents and evidence not referred to me above are not relevant. In any case they do not alter my conclusions reached above.

ORDER

The order by the IJ party dismissing the I party workman weef. 27-3-86 is set aside. The II party is directed to reinstate the I narty workman forthwith. The I party is entitled to continuity of service. The I party workman is entitled to 25 per cent of the back wages. The amount paid

wards interim relief as per order of this Tribunal shall deducted from the backwages to which the I party workan is entitled. Reference accepted as stated herein. Subit to Government.

(Dictated to Stenographer, typed by him, corrected signed me on this 10th day of February 1993).

M. B. VISHWANATH. Presiding Officer.

नई दिल्ली, 16 फरवरी, 1993

का. ग्रा. 489.—औद्योगिक विवाद प्रिधिनियम, 1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार मीनेंट कारपोरेशन प्राफ इंडिया लि. तंदूर सीनेंट प्लांट, तंदूर के प्रबन्धतन्त्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में औद्योगिक प्रिक्षकरण हैदराबाद के पंचपट का प्रकाशित करती है, जो केन्द्रीय सरकार को 15-2-93 को प्राप्त हुआ था।

[सं. एल-29012/7/88-डी-III(बी)] वी.एम. डेविड,डेस्क श्रधिकारी

New Delhi, the 16th February, 1993

S.O. 489.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government tereby publishes the award of the Industrial Tribunal dyderabad as shown in the Annexure in the industrial dispute between the employers in relation to the management of Dement India Ltd., Tandur Cement Plant, Tandur and their vorkmen, which was received by the Central Government on 15-2-1993.

|No. L-29012/7/88 D.III(B)| B. M. DAVID, Desk Officer

ANNEXURE

BEFORE THE INDUSTRIAL TRIBUNAL-1 AT HYDERABAD

PRESENT:

Sri Y. Venkatachalam, M.A., B.L.A, Chairman. Dated Second February Nineteen Hundred and Ninety Three

1, D. No. 70 of 1988

BETWEEN

The Workmen of Tandur Cement
Plant of Cement Corporation of India,
Tandur, P.O. Tandur, R. R. District (A.P.)
Petitioner

AND

The Management of Tandur Coment Plant of Cement Corporation of India, Tandur, P.O. Tandur, R.R. District (A.P.)

Respondent

APPEARANCES:

Sarvasri G. Bikshapathy, G. Vidyasagar, V. Vishwanatham, N. Venesh Raj and K. V. Bhaskar, Advocates—for the workmen.

Sarvasri A. Krishna Murthy and P. Nageswra Sree Joint Honorary Secretaries of Andhra Pradesh Federation of Chambers of Commerce and Industry, Hyderabad—for the Management.

AWARD

The Government of India, Miinstry of Labour referred this reference vide letter No. L-29012/7/88-D.III (B) dated 18-4-88 for adjudication of the dispute between the Management of

Fandur Cement Plant of CCI, Tandur and their workmen with the following Annexure:

- "Whether the action of the management of Cement Corporation of India Ltd. Tandur Cement Plant, Tandur in striking off the name of Shri K. Babu, Peon from the rolls of the Corporation with effect from 4-3-1986 is legal and justifiable? If not, to what relief the workman is entitled?"
- 2. The said reference is registered as I. D. No. 70 of 1988 in the Office. Notices were sent to both sides. The workman filed the claim statement wherein he stated that on 22-2-1986 he was in general shift. He received a message that his grand mother expired and therefore he applied for half-a-day's Casual leave for the afternoon of 22-2-86. The said casual leave was sanctioned. The next day i.e. 23-2-86 was Sunday. He sent a telegram on 25-2-86 requesting extension of leave for six days. He submits that during this period he became sick and he was attacked with jaundice. Since he was undergoing treatment at Vikarabad, he had sent a letter on 1-3-86 requesting further extension of leave on the advise of the Doctor. While the petitioner was undergoing treatment he received a letter dated 11-3-86 directing him to report for duty within 3 days. But as he was completely bed-ridden he failed to do so and the Government Civil Surgeon at Kivarabad stated that he is not fit for duty. In the meanwhile the services of the petitioner were terminated.

The petitioner filed conciliation application and he states that the termination order is contrary to law and illegal. The termination of services by way of striking off his name from the rolls amounts to retrenchment within the meaning of Section 2(00) of the I. D. Act. The applicant was not given any notice or retrenchment compensation. Thereafter the petitioner reported for duty on 16-5-86 together with the medical fitness certificate. The certificate of Physical fitness was also enclosed. Therefore the termination order is not valid under law and it may be set aside.

- 3. On the other hand the respondent filed the Counter wherein the respondent stated that the averments of the claim statement are not true and they are not acceptable. The petitioner had applied 1/2 day casual leave on the afternoon of 22-2-86 and it was sanctioned. The petitioner failed to resume duty either on 24-2-86 as 23-2-86 being Sunday, or thereafter. But simply sent telegram dated 25-2-86 requesting extension of leave for 6 days. Even after expiry of the request made by the workman seeking extension of period of leave he did not report for duty. Therefore the contention of the petitioner has drawn to the provision under Clause 10(g) of the certified Standing Orders of the Corporation and as an extension. certified Standing Orders of the Corporation and as per Standing Orders of the Respondent-Management the services of the petitioner were rightly terminated. And in fact explanation is called for by the Management from the workman. The workman did not give explanation and he did not report for duty after expiry of the leave and did not further extend the leave. It is not correct to state that the termination benefits were not paid to the workman. In fact the sum of Rs. 9,000 in Demand Draft dated 21-5-86 was sent to the petitioner. But the petitioner did not receive the same and it was returned unserved to the Management. The petitioner did not report for duty even after 11-3-86. Therefore the Management rightly terminated his services as the petitioner himself voluntarily and on his own accord left the services of the Respondent without any notice to the respondent and thereby lost lien on his appointment. As such the contention of the petitioner that his services were terminated without any valid reason cannot be acceptable and the workman is not entitled for any relief as sought for in his claim statement and award may be passed accordingly.
- 4. On behalf of the workmen WW-1 is examined exhibits W-1 to W-10 are marked. On behalf of the Management MW-1 is examined exhibits M-1 to M-17 are marked. The brief contents of the evidence of WW-1 is as follows:
 - WW-1 is no other than workman who preferred this reference and he proved the contents of his claim statement and all material aspects. He also stated that he was originally appointed in the year 1978 as Mazdoor and his services were regularised in the year 1979. Thereafter he was promoted to the post of Peon Grade B scale under Ex. W-1. He was in the general shift and he applied for half-a-day's

Casual leave as he intends to attend to the funeral ceremony of his Grand mother. Thereafter he sem relegram to the management requesting incimanagement to grant one week leave so as to aftend to the other rengious ceremonies. Increases the workman extends leave on Medical grounds with medical certificate. After the expiry of the leave he reported for ditty out he was informed that his services were terminated.

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- n.w-1 gave evidence proving the material averments of the Counter field by the Management. The stated that ne knows the petitioner and also stated that who regard to the feave applied by him and he was expected to duty on 24-2-80. But they received a telegram from the Workman to extend the leave by six days. The management sent letter to the workman directing him to account directing him to explain under what cheumstances ne did not report for duty. MW-1 further gave evidence that as per ex. M-3 wherein it was clearly and specifically mentioned that if the workman rails to report for duty Clause 10(1) of the certified Standing Orders of the respondent will be applied. Even then the pentioner did not report for the duty-Therefore the respondent linarised the money issued to him under all accounts and the same was sent nim through post and also issued notice to the petitioner by way of paper publication. It is also stated that it the petitioner failed to report for duty he will have to lose his tein and his appointment will nevel be continued in the respondent institution. It is further stated by MW-1 that the respondent Coment Corporation did not termiante, retrench, discharge or dismiss or remove the petitioner from services but the petitioner himself voluntarily about doned his post. Therefore he is not entitled for a.) relief as sought for in his claim statement.
- 5. The arguments of both sides are heard. The learned advocate for the petitioner argued that the workman did not absent from duty voluntarily and he did not leave premises of the factory without applying for any casual leave. Having an abstain from duty without the knowledge of the management. In fact WW-1 is no other than workman who raised this dispute and he proved the contends of claim statement by examining himself as WW-1. As seen from his evidence it is evident that he received a message about the death of his grand mother thereafter he applied half-a-day's Casual leave on the afternoon of 22-2-86 and that leave was granted and on the subsequently day it was Sunday and from the 3rd day onwards he sent telegram requesting the management to extend leave for six days. The receipt of the telegram issued by the workman seeking for extention of leave is admitted by the management itself. Thereafter it is an admitted fact that the management issued notice to the workman directing him to report for duty immediately. But as the doctor advised him not to move as he is not fit for duty he again extended leave. It is not a case of abstain from duty voluntarily or relinquish his job. But it is a clear case of termination. Therefore the termination order is not valid and it may be set aside.

On the other hand the learned advocate for the respondent argued that as per Standing Orders of the management they have issued a notice to the workman directing him to report for duty immediately. But having received the notice the workman did not report for duty and in fact the terminal benefits were paid to the workman by Demand Draft for Rs. 9,000 by Registered Post. But it was returned unserved for which the management cannot be held responsible. Therefore it is clearly voluntary abstain from duty on the part of workman. There is no unfair labour practice on the part of the management. The management applied its Standing Orders and acted upon it. As a result of which his services were terminated.

6. The point for consideration is whether there are any valid grounds to give a finding as to "Whether the action of the management of Cement Corporation of India I.td., Tandur Cement Plant, Tandur in striking off the name of Shti K. Babin Peon from the rolls of the Corporation with effect from 4-3-1986 is legal and justified If not to what relief the workman is entitled?"

- 7. At the very out set I would like to mention that WW-1 who is no other then the workman himself appeared before this 11 bonat and examined himself as WW-1. He stated that his services were regularised and he was working in the respondent management and on the receipt of information to the effect that ans grand mother died he applied for half-a-day's Casual leave which was granted and extended the leave by issuing a Telegram to the management. Subsequently he did not turn up for duty as he was sick. The above facts are admitted by the management itself. But as per the by-laws of the management the workman has to report for duty 10 days of the laps of leave period applied for. But the workman did not do so. But the workman did not abstant from duty voluntarily without any valid reason and also without the knowledge of the management. The workman is sick and unable to attend for duty. Therefore the reason for his absence is sickness. As seen from Ex. M-8 it is evident that the workman in destion was employed for some time as Casual labourer in Laxman Surya Gas Company at Vikarabad on daily wages. It is natural when once he was not admitted into service for his livelyhood he might have got daily wage job for his maintenance. Therefore, the workman is not entitled any back wages. Having considered the facts and circumstances of justice it is clear where the workman can be appointed afresh without any back wages.
- 8. In the result I find that the action of the management of Cement Corporation of India Ltd., Tandur Cement Plant, Tandur in striking off the name of Shri K. Babu, Peon from the rolls of the Corporation with effect from 4-3-1986 is not proper and unjustifiable. The respondent is directed to reintate the workman in their corporation as Peon Grade-B afreshlie is not entitled for any back wages or any attendant benefits. Award passed accordingly.

Dictated to the Stenographer and transcribed by him and corrected by me and given under my hand and Seal of this Tribunal on this the 2nd day of February, 1993.

Y. VENKATACHALAM, Chairman

Appendix of Evidence

Witness examined for the workman:

1. WW-1-K. Babu.

Witness examined for the Management:

1. MW-1-N. K. Chabbra.

Documents marked for the workman

- Ex. W-1—Promotion order dated 21-7-84 issued to K. Babu by the Deputy Manager (P&A) Cement Corporation of India 1.td., Tandur Cement Project.
- 2. Ex. W-2-Memo dated 11-3-86 issued to K. Babu by the Dy. Manager (P&A) Cement Corporation of India Ltd., Tandur.
- 3. Ex. W-3-Joining report dated 16-5-86 of K. Babu.
- Ex. W-4—Photostat copy of the Medical Certificate dated 14-5-86 issued to K. Babu by Dr. I. Abdus Subhan.
- Ex. W-5--Photostat copy of the Medical Certificate dated 11-4-86 issued to K. Bahu by Dr. I. Abdus Subhan.
- Ex. W-6 -Representation dated 17-5-86 made by K. Babu to the Chief General Manager Cement Corporation of India Ltd., Tandur.
- Ex. W-7—Order in W.P. No. 8927/86 dated 27-3-87 on the file of High Court of Andhra Predesh, Hyderabad.
- 8. Fx. W-8--Representation dated 7 87 made by K. Babu to the Asst. Commissioner of Lubour (C), Hyderabad.

- 9. Ex. W-9—Comments dated 31-12-87 of the Management with regard to termination of K. Babu, before the Asst. Labour Commissioner (C), Hyderabad.
- 10. Ex. W-10.—Letter addressed by the Desk Officer, Government of India, Ministry of Labour, New Delin to the General Standard, Cement Corporation of India Ltd., Fandur and Sri K. Babu with regard to termination of K. Sabu Ex. Peon.

Documents marked for the Management

- 1. Ex. M-1-Leave-cum sanction card of K. Babu, Peon.
- 2. Lx 14.2—felegram sont 5, fee to the requesting extension of leave for 6 days.
- Ex. Now—Copy of the Memo dated 11-3-86 issued by the Dy. Manager (P&A) to the production to come and join duty along with valid explanation.
- 4, Ex. M-4—Postal acknowledgement under which the petitioner received the original of tix. M-5 letter,
- 5. Ex. M-5—Copy of the office order dated 1-4-86 issued by the Chief General Manager to the petitioner with regard to come and settle his accounts.
- 6. Ex. M-6—Photostat topy of the paper cutting in "Eenadu" daily paper dated 9-8-86 calling upon the petitioner to come and collect all the dues from the te condent Company.
- 7. Ex. M-7—Copy of the certificate standing orders of the Cement Corporation of India Ltd., Tandur.
- Ex. M-8—Copy of the letter dated 6-4-91 addressed by the Superintendent of Potice, R. R. District to the Jt. Secy. Manager, C.C.i. Ltd., Tandur with regard to Employment particulars of Mr. K. Babu/Petitioner.
- Ex. M-9—Copy of the letter issued by the Sr. Personalcum-Administrative Officer to Sri K. Babu with regard to irregular in attending duties.
- Ex. W-10—Copy of the letter issued by the Dy. Managr (P&A) to Sri K. Babu with regard to admitting inin to be regular in attending duties.
- 11. Ex. W-11—Office copy of Telegrom given by the Dy. Manager (P&A) to Sri K. Baba with regard to report for duty immediately.
- 12. Ex. W-12—Copy of the charge sheet issued by the Chief General Manager to Sri K. Babu.
- Ex. W-13—Explanation submitted by K. Babu, Peon to the Deputy Manager (P&A) Tandur Cement Project with regard to Charge sheet.
- 14. Ex. W-14—Copy of the warning letter issued by the Chief General Manage: to Sri K. Babu, Peon.
- Ex. W-15—Copy of the Memo issued by the Deputy Manager to Sri K. Babu.
- Ex. W-16—Copy of the Memo issued by the Deputy Manager (P&A) to Sri K. Babu.
- Ex. W-17—Notice issued to K. Babu by the Chief General Manager through Eenadu daily newspaper dated 9-8-86.

नई दिल्ली, 18 फरवरी, 1993

का. श्रा. 490.— औद्योगिक विवाद श्रिधिनयम, 1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार मद्रास डाक लेबर बोर्ड, मद्राम के प्रबन्धतन्त्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में औद्योगिक अधिकरण, मद्रास के पंचपट को प्रकाणित करती है, जो केन्द्रीय सरकार को 29-1-93 को प्राप्त हुआ था।

[संख्या एत-33011/3/90-ग्राई ग्रार (विभिन्न)] वी. एस. डेविड, डेस्क आधिकारी New Delhi, the 18th February, 1993

S.O. 490.—In pursuance of section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Industrial Tribunal, Madras-104 as shown in the Annexure in the Industrial Dispute between the employers in relation to the management of Madras Dock Labour Board, Madras-1 and their workmen, which was received by the Central Government on 29-1-1993.

[No. L-33011/3/90-IR(Misc.)]

B. M. DAVID, Desk Officer

ANNEXURE

BEFORE THE INDUSTRIAL TRIBUNAL, TAMIL NADU MADRAS

Tuesday, the 17th day of November, 1992 Industrial Dispute No. 52 of 1990

PRESENT:

Thiru M. Gopalaswamy, B.Sc., B.L., Industrial Tribunal.

(In the matter of the dispute for adjudication under section 10(1)(d) of the Industrial Disputes Act, 1947 between the workmen and the management of Madras Dock Labour Board, Madras-1.)

BETWEEN

The workmen represented by
The General Secretary,
The Madras Harbour Workers Union,
'Bhagat House',
204, Prakasam Salai, Madras-600108.

AND

The Chairman, Madras Dock Labour Board, Rajaji Salai, Madras-600001.

REFERENCE:

Order No. L-33011/3/90-IR(Misc.), dated 21-6-1990 of the Ministry of Labour, Government of India, New Delhi.

This dispute coming on this day for final disposal in the presence of Thiru M. Shanmugavelu. Advocate appearing for the workmen and of Thiru R. Arumugam, Advocate appearing for the management, upon perusing the reference, claim and counter statements and other connected papers on record and the parties having filed a joint memo and recording the same, this Tribunal passed the following:

AWARD

This dispute between the workmen and the management of Madras Dock Labour Board. Rajaji Səlai, Madras-1 arises out of a reference under section 10(1)(d) of the Industrial Disputes Act, 1947 by the Government of India, in its Order No. L-33011/3/90-IR(Misc.), dated 21-6-1990 of the Ministry of Labour, for adjudication of the following issue:

"Whether the demand of the General Secretary, The Madras Harbour Workers Union, 'Bhagat House', 204, Prakasam Salai, Madras-600108 for absorption of 59 casual workers (as per list attached) by the management of Madras Dock Labour Board, Rajaji Salai, Madras is justified. If so, to what relief the workmen concerned are entitled?"

CLEARING AND FORWARDING WORKERS (CASUAL) NAMES LIST DATE OF APPOINTMENT 21-2-1980 (ALL WORKERS)

Name	Card No.	Father Name	Designation
1. K. Bakthan	f001	Kanniappan	Mazdoor
2. S. Gowthaman	1002	Seshachalam	Mazdoor
3. C. Kesavan	1003	Chidambaram	Mazdoor
4. M. Narasimman	1004	R. Munusamy	Mazdoor
5. R. Thambiran	1005	Rathinam	Mazdoor
6. S. Palani	1006	Subramani	Mazdoor
7. J. Kalidoss	1007	Jeyaraman	Mazdoor
8. B. Ramachandran	8001	Balakrishnan	Mazdoor
9. M. Subramani	1009	Mottai Kundumani	Mazodr
0. G. Ramasamy	1010		Mazdoor
I. K. Malar	1011 1012	Kannan	Mistry Maistry
2. K. Kapali	1013	Kuppusamy	Mazdoor
3. K. Sundara Moorthy	1014	Kanniappan Kannan	Mazdoor Mazdoor
4. K. Shanmugam	1015	Gopal	Maistry
5. G. Jeyasankar	1015	Murugesan	Mistry
6. M. Puruosothaman	1017	Abdul Mazit	Maistry
7. A. Syed Sabir Rahiman	1018		Maistry
8. K. Arumugam	1019	Kanniappan Kanniappan	
9. K. Delli			Maistry
0. B. V. Allapichai	1020	Basha boy	Maistry
1. M. Neelakandan	1021	Murugen	Maistry
2. K. Perumal	1022	Kannappan	Mazdoor
3. A. Muthu	1023	Arumugam	Mazdoor
4. P. Nagappan	1024	Periyasamy	Mazdoor
5. F. Govindaraj	1025 1026	Flumalai	Mazdoor Mazdoor
6. R. Thiru Neelakandan		Ragavan	
7. P. Jeyaraman	1027	Ponnusamy	Maistry
8. K. Gopal	1028	Kanniappan	Maistry Mazdoor
9. T. Alagu	1029	Periyasamy	
0. M. Natarajan	1030	Masilamani	Mazdoor
1. M. Arumugam	1031	Mannathan	Mazdoor Mazdoor
2. P. Rajendran	1032 1033	Palayam Varadhan	Mazdoor Mazdoor
3. V. Ramalingam	1034	Varadhan Varadhan	Mazdoor
4. V. Devadoss	1035	Varaunan Aladian	Mazdoor
5. A. Ganesan	1036	Govinđasamy	Mazdoor
6. G. Selvam	1037	Gopal	Mazdoor
7. G. Krishnan	1038	Johnny	Mazdoor
8. J. Syed Nasir	1039	Eithiraj	Mazdoor
9. A. Ravikumar	1040	Subramani	Mazdoor
0. S. Ranalingam	1041	A. Kaspar	Mazdoor
1. A. Anthoniraj	1042	Duraisamy	Mazdoor
2. Alagarsamy	1043	Jeyaraman	Mazdoor
3. G. Pandian	1043	Krishnan	Mazdoor
4. K. Karunakaran	1045	Chinnappan	Mazdoor
5. C. Balakrishnan	1045	Arumugam	Mazdoor
6. A. Subramani 7. N. Vedhachalam	1047	Narasimman	Mazdoor
7. N. Vednachalam 8. V. Sunderraj	1048	Venkatesan	Mazdoor
8. V. Sunderraj 9. S. Annamalai	1049	Sinni Naicker	Maistry
9. S. Annamaiai 0. R. Ganasundaram	1050	Rathinam	Maistry
0. R. Ganasundaram 1. D. Joseph	1051	Dhanasingh	Maistry
1. D. Joseph 2. M. Sundaram	1052	Manickam	Mazdoor
2. M. Sundaram 3. M. Palani	1052	Munusamy	Mazdoor
	1054	Malayan	Mazdoor
4. M. Jeyaraman	1055	Krishnan	Maistry
5. K, Moorthy			
6. V. Sundaram	1056	Veeramuthu	Maistry
7. R. Anandaraj	1057	Ramadoss	Maistry
8. C. Selvani	1058	Chinnappa	Maistry
O. C. DO W	1059	Bharthasarathy	Maistry

- (2) Parties were served with summons. Both parties were represented by counsel.
- (3) Petitioner—Union filed its claim statement on 17-9-90 putting forth the claim of the workmen. In repudiation thereof, the Respondent—Management has filed their counter statement on 11-1-1991.
- (4) After several adjournments, when the dispute was called today, both the parties filed a joint memo. It runs as follows:
 - "The issue involved in the above Industrial Dispute is for the absorption of 59 casual workers in the Respondent Board. Pending the above Industrial Dispute, the Respondent absorbed 59 casual workers involved in this Industrial Dispute in the Respondent Board as permanent workmen as and when vacancies arose.
 - In these circumstances the Petitioner and Respondent jointly pray that the above Industrial Dispute may be dismissed as withdrawn by the workmen."
- (5) In view of the joint memo, industrial dispute is dismissed as withdrawn.

Dated, this 17th day of November, 1992.

THIRU M. GOPALASWAMY, Industrial Tribunal

नई दिल्ली, 16 फरवरी, 1993

का. थ्रा. 491.—औं शोशिक विवाद श्रिधिनियम, 1947 (1947 का 14) की धारा 17 के भनुसरण में केन्द्रीय सरकार कैन्टीन स्टोर्स डिपार्टनेंट श्रम्बाला कैन्ट के प्रबंधतन्त्र के मंबद्ध नियोजकों और उनके कर्मकारों के बीच, श्रम्बंध में निर्दिष्ट औं शोशिक विवाद में केन्द्रीय सरकार औं शोशिक श्रिधकरण चण्डीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 16-2-93 को प्राप्त हुआ था।

[मं. एल-14012/14/88-डी- \mathbf{H} (बी)(पार्ट)] के. वी. बी. उन्नी, डैस्क ग्रधिकारी

New Delhi, the 16th February, 1993

S.O. 491.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Canteen Store Department, Ambala Cantt. and their workmen, which was received by the Central Government on 16-2-1993.

[No. L-14012/14/88-D2-B(Pt.)]K. V. B. UNNY, Desl. Officer

ANNEXURE

BFFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL, CUM-I ABOUR COURT, CHANDIGARH

Case No. I.D. 62/89

laswant Kumar Vs. Canteen Store Department. For the workman: Shri P. S. Arora.

For the management: Shri I. S. Sidhu.

AWARD

Central Government vide Gazette Notification No. L-14012/14/88-D.2(B), dated 26th April, 1989 issued U/s, 10(1)(d) of

- the I.D. Act, 1947 referred the following dispute to this Tribunal for adjudication:
 - "Whether the action of the management of Cauteen Stores Department, Ambala Cantt, in terminating the services of Shri Jaswant Kumar w.e.f. 21-12-87 is justified? If not, to what relief and from what date he is entitled to?

ಬ್ರಾಮ್ ಮತ್ತು ಬರ್ಮಾಯ್, ಮಾಡಿಸಿ ಪಾಡಿಸಿ

- 2. It has been alleged in the claim statement that the petitioner joined the service of Canteen Store Department, Ambala Depot in the month of July 1981 as mazdoor and worked as such upto 20-12-1987 and his services were terminated w.e.f. 21-12-87 by the General Manager. Canteen Store Department, Ambala Cantt. It is further alleged that his services were illegally terminated without any reason or cause, charge sheet and enquiry. He made representation which was also rejected. It is further alleged that the juniors persons were retained in the service. The management has thus violated the provisions of Sections 25-F 25-G and 25-H of the LD. Act, 1947. It is further alleged that his termination is against rules and in violation of the mandatory provisions of law. It is further alleged that the work had continued even after illegal termination of his services. It is prayed that he be reinstated with full back wages and continuity of service.
- 3. Respondent management contested the claim. The plea has been taken that the petitioner was appointed purely on daily wage basis on stop gap arrangement to carry out jobs arising on day today basis. This does not confer any right to get a permanent job in this department. It is further pleaded that the employees of Canteen Store Department are roverned by FR&SR vide letter No. DOCCUS/00866/0/ CAN/201/S/D(Mov) dated 9-3-1981 promulgated vide Service Order No. 42/81 dated 12-5-1981. Therefore, the question of applicability of Sections 25-F, G and H of the ID. Act does not arise. It is further pleaded that Canteen Store Department is a Central Government Department under Ministry of Defence hence its employees does not come under the nerview of I.D. Act. 1947. Further plea has been taken that to fill up the vacancies of Group D posts the nepals are drawn by the staff selection board and the employees are taken duly sponsored by the Employment Exchange as well as daily rated employees prior to Jone 1987. further pleaded that no doubt these individuals were working on daily rated basis before 1987 but they were not found fit for regularisation by the selection board. The candidates who have been found fit as per Staff Selection Board convened at CSD Depots are fit for giving appointment on regular basis. Appointments are offered to empanelled candidates and no other source department can emulov any condidates. For these successful candidates we have drawn candidates. For these successful candidates we have drawn All India Panel Comprising 450 candidates. Till now emplovment to 77 No of candidates have been given as per the existing vacancies in the department. The appointment the existing vacancies in the department. The appointment to rest of the empanelled candidates will be issued as and when the vacancy will take place. Since the name; of the above individuals are not empanelled, services of them have been terminated/dispensed with and prayed for the dismissal of the reference.
- 4. Replication was also filed reasserting the claim made in the claim petition.
- 5. In support of his case the netitioner produced himself as WWI and filed his affidavit Fx. WI in evidence. Respondent management produced Shri G. Ramchanderan, Area Manager as MWI who filed his affidavit Fx. MI in evidence and both the parties closed their case.
- 6. I have heard both the parties and gone through the evidence and record.
- 7. The question involves in this case is whether Canteen Store Department falls within the definition of "industry" under the Industrial Disputes Act, 1947. Learned Counsel appearing on behalf of the workman has argued that the petitioner was working as mazdoor with the respondent management and therefore, is a separable and ancillary activities which would nevertheless, be within the ambit of 'Industry'. On the contrary learned counsel for the management has argued that the respondent management is an integral part of the Armed Forces and thus does not fall within the definition of 'Industry'. Contention raised by the counsel

for the pentioner is meritless. No doubt that the petitioner is not otherwise subject to military law but he is an associate in accompany the armed personnel on active service, or in the camp or in march. Although he is non-combatants and in some matters governed by the Civil Service Regulations, yet they are integral to the Armed Forces. The present case squarely falls within the ratio of 1976(32) F.L.R. page 22 (S.C.) Ous Kutilingal Achudan Noir and others and Union of India and others wherein the matter was at rest at length and the following observations were made:

- "Article 33 of the Constitution provides an exception to the preceding Articles in Part III including Art. 19(1)(c). By Article 33, Parliament is empowered the rights conferred by Part III shall, in their application to the members of the Armed Forces of Forces charged with the maintenance of public order, be restricted or abrograted so as to ensure the proper discharge of their duties and the maintenance of discipline among them.
- In enacting the Army Act. 1950, in so far as it restricts or abrogates any of the fundamental rights of the members of the Armed Forces. Parliament derives its competence from Article 33 of the Constitution. Section 2(1) of the Act enumerates, the persons who are subject to the operation of this Act. According to sub-clause (i) of this section, persons governed by the Act, include 'persons not otherwise subject to military law who, on active service, in camp on the march or at any frontier post specified by the Central Government by notification in this behalf, are employed by, or are in the service of or are followers of, or accompany any portion of the regular army'.
- The members of the Unions represented by the appellants obviously fall within this category. It is their duty to follow or accompany the Armed personnel on active service, or in camp or on the march. Although they are non-combatents and are in some matters governed by the Civil Service Regulations, yet they are integral to the Armed Forces. They answer the description of the "members of the Armed Forces" within the contemplation of Article 33. Consequently by virtue of Section 21 of the Army Act, the Central Government was competent by notification to make rules restricting or curtailing their fundamental rights under Article 19(i)(c)."

The said view was also endorsed in 1987(54) F.L.R. page 78 S.C. Gonal Upadhyaya and others and Union of India. The same view was also taken in LPA No. 1010/90 decided on 29-7-1992 Dalip Chand and others vs. Union of India. The said case was related to the casual workers deciloyed with G.R.E.F. (Border Road Organisation) a unit of Armed Forces and it was held that:

"No exception can indeed be taken to the learned single indge holding GREF to be integral part of the Armed Forces and not thereby falling within the definition of 'industry' under the Industrial Disputes Act. We also with respect endors: the view."

In view of the discussion made in the earlier paras and the settled case law, the respondent management is certainly does not fall within the definition of 'Industry' under the ID. Act, 1947. The netitioner is not entitled to any claim. The reference is dismissed and returned to the Ministry.

Chandigarh. 10-12-1992.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 16 फरवरी, 1993

का. आ. 402 - औद्योगिक विवाद अधिनियम. 1947 (1947 का 14) की धारा 17 के अनसरण में, केन्द्रीय सरकार सलाल बाइड्रोइलैंकिटिक प्राजेक्ट, ज्योतिपुरस के प्रबंधतीत्र के संबद्ध नियोजकों और उनके वर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय गरकार औद्योगिक प्रधिकरण, चण्डीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय गरकार को 16-2-93 को प्राप्त हुम्रा था।

[स. एल-42012/114/87-डी-**II**(बी)] के.बी.बी. उण्णी, डैस्क ग्रिधकारी

New Delhi, the 16th February, 1993

S.O. 492.—In pursuance of Section 17 of the Industrial Deputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexum, in the industrial dispute between the employers in relation to the management of Salal Hydro Electric Project, Jyoti puram and their workmen, which was received by the Central Government on 16-2-93.

[No. L-42012/114/87-D.II(B)] K. V. B. UNNY, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER. CENTRAL GOVT. INDUSTRIAL TRIBUNAL CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 54/89

Joginder Kumar

Versus

Salal Hydro Electric Project,

For the Workman-Shri B. K. Raina.

For the management-Shri R. 1. Gupta with V. K. Gupta.

AWARD

Central Government vide Gazette Notification No. 1-42012/114/87-D.II(B) dated 5th of April, 1989 issued U/S 10(1)(d) of the I.D. Act, 1947 referred the following dispute to this Tribunal for adjudication:

- "Whether the action of the management of Salal Hydro Electric Project, Jvotipuram in denying pay scale of Rs. 210-290 at par with other workmen to Shri Ioginder Kumar, Store Munshi token No. N-119, Transport Division we.f. 21-8-1979 is justified? If not, what relief he is entitled to?"
- 2. In the claim statement it was alleged that he was appointed on daily wage basis at Rs. 10 per day since 1977 with a designation of mechanic. It is further alleged that he was converted on work charge establishment w.c.f. 21.8-1979 in the pay scale of Rs. 196-232. It is further alleged that the petitioner is entitled to the scale of Rs. 210-290 as he was appointed as daily wage mechanic and the designation of mechanic was not given to the petitioner on conversion to work charge establishment. It is pleaded that action of the management for the conversion of workman from daily wage to work charge and by giving pay scale of Rs. 196-232 is unjustified. It is further pleaded that oher colleagues of the petitioner were given the scale of Rs. 210-290. It is thus praved that the management be directed to give scale of Rs. 210-290 to the petitioner as store munshi from the date of conversion from daily wage to work charge with full monetary benefits.
- 3. Claim of the petitioner was contested. It has been pleaded that originally the petitioner was working on daily wage basis @Rs. 10 per day and subsequently appointed in work charge codic in the pay scale of Rs. 196-232 in accordance with the policies and guidelines drawn in 1977. It is further pleaded that the petitioner was given offer of appointment indicating therein pay scale, designation and other conditions of service. The petitioner accepted terms and conditions of the offer and joined srevice on 21-8-79. It

is further pleaded that protection of designation of daily wages was agreed to be given in the year 1980 as claimed by the petitioner in the statement of claim but, however, the petitioner was appointed w.e.f. 21-8-1979. It is, further, pleaded that the management had rightly appointed the petitioner in the scale of Rs. 196-232. It is, further pleaded that the petitioner has been promoted as store munshi in the scale of Rs. 210-290 and then in the scale of Rs. 260-430 w.e.f. 1-1-1983 and 1-1-1988 respectively and prayed for the dismissal of the reference.

- 4. Replication was also filed reasserting the claim made in the claim statement.
- 5. In support of his case the petitioner examined himself as WW1 and filed his affidavit Ex. W1 in evidence. The management also relied on document Ex. W2 ofter of appointment and W3 appointment letter dated 21-8-1979. The petitioner also produced Naresh Puri as WW2 who filed his affidavit Ex. W4. The respondent management produced Mr. B. K. Raina General Secretary as MW1 who has been declared hostile. The management also produced Vinayak Chohan as MW2 who filed his affidavit Ex. M1.
- 6. I bave heard both the parties and gone through the evidence and record.
- 7. The representative appearing on behalf of the workman has argued that on daily wage the petitioner was mechanic and upon his conversion in work charge cadre he should also be given the pay scale of mechanic which is Ra. 210-290 and the scale of Rs. 196-232 given to the petitioner is unjustified and against the natural justice and the management be directed to give the scale of Rs. 210-290 to the petitioner. There is no force in this contention. There is no evidence on the record that the services of the petitioner from daily wages to work charge cadre was converted. Rather the petitioner was given fresh appointment in work charge cadre. Ex. W2 is the offer of appointment in work charge cadre. Ex. W2 is the offer of appointment dated 11-8-1979 in which the petitioner was offered the post of store helper in the work charge cadre in the scale of Rs. 196-232. The petitioner had accepted this offer. Upon his acceptance the petitioner was appointed in the said scale of Rs. 196-232 as store keeper. It was up to the petitioner to accept or not to accept the offer. Since he had given acceptance to the said offer he is to be governed with the terms and conditions laid down in the offer of appointment. He can not raise any dispute regarding terms and conditions after so many years. Admitted position is that offer of protection of designation was made in the year 1980 although the petitioner was appointed aftesh w.e.f. 21-8-1979 and again cannot claim benefit of the said circular. The petitioner has also does not placed on the record the said circular for the judicial secutiny.

In view of the discussion made in the earlier paras the netitioner is not entitled to any relief what-so-ever. The reference is dismissed and returned to the Ministry.

Chandigarh.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का थां. 493 — औद्योगिक विवाद ग्रिधिनियम, 1947 (1947 का 14) की धारा 17 के श्रनुसरण में, केन्द्रीय सरकार बि.बि.एम.बि. के प्रबंधतंत्र के संबद्ध नियोजकों और उसके कर्मकारों के बीच, श्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ग्रिधिकरण चंडीगढ़ 491 GI/93—17

के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुआ था।

[सं. एल-42012/75/85-डी-II(पार्ट)] के.बी.बी. उण्णी, डेस्क ग्रधिकारी

New Delhi, the 18th February, 1993

S.O. 493.—In pursuance of Section 17 of the Industrial Disputes Act. 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Bhakra Beas Management Board, and their workmen, which was received by the Central Government on 17-2-93.

[No. L-42012/75/85-D.IIB(Pt.)] K. V. B. UNNY, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVT. INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 5/87

Gurmail Singh.

Versus

BBMB.

For the workman—Shri R. K. Singh, For the management—Shri C. Lal,

AWARD

Central Government vide Gazette Notification No. L-42012/75/85-D.II(B) dated 20th January, 1987 issued U/S 10(1)(d) of the I.D. Act, 1947 referred the following dispute to this Tribunal for adjudication:

- "Whether the action of the management of BBMB in terminating the employment of Shri Gurmail Singh' son of Shri Chhottu Ram Ex-skilled labour at the end of April, 1984 is just and legal, if not to what relief is he workman entitled to and from what date?"
- 2. It has been alleged in the claim statement that he was employed on daily wages as skilled mazdoor in electric sub division since 1-7-1981 and had worked till 14-7-1984. It is further alleged that w.e.f. 17-7-1984 he was employed on work charge basis in the same very sub-division and had worked till the end of November, 1984 when his services were terminated without any reason what so ever. No notice and retreachment compensation was paid to him and thus the management has violated the provisions of Section 25-F and 25-B of the LD. Act, 1947. It is further alleged that the management did not maintain any seniority. It is further alleged that a certificate has been issued certifying the petitioner had worked as daily wager from September, 1982 dated 11-11-1983. It is further alleged that the termination of the petitioner is illegal, void and bad in law. It is further alleged that the petitioner had died on 26-9-1986 and thus his reinstatement is not possible and praved for full back wages till the date of his death i.e. 26-9-1986.
- 3. Resport management has contested the claim. In their written statement it has been alleged that the petitioner did not join the service w.e.f. 1-7-1981. However his period of job is detailed below:

Sr. No.	Month	No, of days worked
1. 10/82		27 days
2. 11/82		25 ,,
3. 12/82		Nil "
4. 1/83		29 ,,
5. 2/83		20
6. 3/83		Nil"
7, 4/83		7 ,,
8. 5/83		27 ,,
9. 6/83		27
10. 7/83		28
11. 8/83		N I
12. 9/83		NI
13. 10/83		29
14. 11/83		Nil
15. 12/83		28 days
16. 1/84		25 days
17. 2/84		Nil
18. 3/84		27 ,,
19. 4/84		27 ,,
20. 5/84		NII
21. 6/84		Nil
22. 7/84		14 ,,
23. 8/84		Nil
24. 9/84		Nil
25. 10/84		Nil
26. 11/84		22 ,,

It is further pleaded that on 17-7-1984 to 13-10-1984 the petitioner was engaged only for 89 days against specific period. It is further alleged that the petitioner had worked on daily wages on his own sweet will. In certain months he did not turn up for work. It is further claimed that the number of days put in by the petitioner proceedings 12 calender months from 11/84 are also less than 240 days and thus the petitioner is not entitled to the benefits U/S 25-F of the I.D. Act, 1947. Other contentions were also denied. It is further pleaded that his service came to an end by afflux of time in October, 1984 and had put in only 22 days in the month of November, 1984. It is further alleged that in May, 1986 he was called for the post through employment exchange. His name appeared at serial number 3 but he did not turn up for re-employment. It was prayed that the petitioner is not entitled to any relief and the reference be dismissed.

- 4. In support of his case the respdt. management produced Sohal Lal SDO MW1 who filed his affidavit Ex. M1. MW2 Kundan Lal who had employed the petitioner in August, 1984 states that he died on 26-9-1986 in accident and got the compensation from the Insurance Company. He denied the suggestion that the petitioner joined service with him in year 1985. MW3 T. R. Banga from Oriental Insurance Co. appeared and stated that an amount of Rs. 48,384 was paid to the heirs of Gurmail Singh on account of his death in truck accident and truck belongs Kundan Lal contractor. Rep. of the petitioner also produced Siri Shelender Kumar as WW1 a Clerk of BBMB who tendered certificate Ex. W1 showing number of days put in by the petitioner. In cross-examination he has deposed that workman had not worked during 11/83, 2/84, 4/84 and 5/84 as per vouchers. No further evidence was led on behalf of the workman.
- 5. I have heard both the parties and gone through the evidence and record. Representative appearing on behalf of the workman has argued that the petitioner had completed 240 days precedings 12 months from the date of his termination. Contention is meritless. The petitioner in his own statement of claim has alleged that his services were terminated in the end of November, 1984. The management's

witness Sohan Singh in his affidavit Ex. M1 filed in evidence has shown break up of the number of days put in by the petitioner, preceding 12 months to the date of termination it is apparent that the petitioner had not completed 240 days. Rather the appointment given to the petitioner w.e.f. 17-7-1984 to 13-10-1984 was only 89 days. Chart shown in the affidavit of the management's witness has also not been challenged in his cross-examination. Date of termination in April, 1984 is none of the case of any party. Date of termination i.e. 4 Nov. 1984 claimed by the petitioner in the statement of claim also correspondes with the stand taken by the respot. management. The document Ex. W1 relied by the petitioner with regard to the number of days in 8/83 for 28 days and 9/83 for 28 days is no help to the petitioner since the said period does not fall within the period of 12 months preceding to the date of termination. As said above since the petitioner had not completed 240 days precedings 12 months from November, 1984 certainly he is not entitled to claim benefits as provided U/S 25-F of the I.D. Act, 1947.

As apparent from the evidence of Kundan Lal, the retitioner was simultaneously working with him also since August, 1984 and then died on 26-9-1986 in accident for which compensation of Rs. 48,384 was duly paid to the legal heirs of the petitioner. The said legal heirs has not been impleaded in the present case. Nor there is any authorisation on behalf of the legal heirs.

In view of the discussion made in the earlier paras, no case is made out for grant of any relief. The reference is dismissed and returned to the Ministry.

ARVIND KUMAR, Presiding Officer

Chandigarah 3-12-92

नई दिल्ली, 18 फरवरी, 1993

का.श्रा. 494.— औद्योगिक विवाद प्रिधिनियम, 1947 (1947 का 14) की धारा 17 के अनुसरण में, केन्द्रीय सरकार उत्तर रेलवे, लखनऊ के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण, कानपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 18-2-93 को प्राप्त हुआ था।

[सं. एल-41012/98/89-आई प्रार डी-यू] के.वी.बी. उण्णी, डॅस्क प्रधिकारी

New Delhi, the 18th February, 1993

S.O. 494.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Northern Railway, Lucknow and their workmen, which was received by the Central Government on 18-2-93.

K. V. B. UNNY, Desk Officer [No. L-41012/98/89-IRDU]

7

ANNEXURE

BEFORE SHRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUMLABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 20 of 1991 In the matter of dispute between:

Zonal Working President, Uttar Railway Karamchari Union, 96/196 Roshan Bajaj Lane, Ganeshganj Lucknow.

AND

Senior Divisional Mechanical Engineer, Uttar Rly D.R.M. Office, Lucknow.

AWARD

1. The Central Government Ministry of Labour New Delhi, vide its notification no. L-41012/98/89-1.R. DU dated 12-1-1991 has referred the following dispute for adjudication to this Tribunal:—

Whether the Sr. D.M.E. Northern Rly Lucknow was justified in terminating the service of Sri Sarafat Ullah w.e.f. 4-10-81? If not, what relief the workman concerned is entitled to?

2. The case of the Union is that the workman was appointed as a fitter Khalasi in the Locoshed Northern Rly on 5-3-80. However, his services were terminated w.e.f. 4-9-81 without compliance of the provisions of section 25F I.D. Act. The Union, has, therefore, prayed for the reinstatement of the workman with full back wages and all consequential benefits.

The case is contested by the management. The management plead that the alleged workman had never worked as alleged by the Union. Vide P.S. No. 6167 and 6963, the Rly Board has imposed a ban on the engagement of casual labour/ substitutes except under the specific orders of the D.R.M. Later on vide P.S. no. 7716 a casual labour/substitute could be engaged only with the prior approval of the General Manager. The management further plead that it had come to the notice of the railway administration that a number of persons had been fraudulently shown on the mustor roll with the connivance of some members of the office staff without any sanction from the competent authority. As a result of it the railway administration suffered a loss of crores of rupees by way of wages. The matter was taken up by the vigilence branch of the Headquarters and as a result of the inquiry conducted, the Sr. D.M.E. vide his order dt. 3-10-81 terminated all the fictitious persons who were shown on the mustor roll. Some 2000 such persons were shown on the mustor roll against casuality of total strength of 1500 employees. Since every thing was illegal and fraudulent, the Union is entitled to no relief. In fact there is no valid industrial dispute within the meaning of section 2(k) of the I.D. Act. It is also pleaded by the management that the alleged Union is neither recognised by the management nor it is registered under the Trade Union

- 4. In its rejoinder the Union has alleged that the name of the workman concerned was entered in the time office register duly. The appointment was made after approval from AME (Loco) who was the appointing authority of class IV Staff. According to the Union, the bank to which the management has referred was in fact a ban on recruitment of officers. If there was such a ban, the workman cannot be penalised for the irregular acts of Railway officers. Moreover, section 25F of the Act does not ease to apply to appointment made by the railway officers in spite of existence of ban on recruitment.
- 5. In support of its case, the Union has examined the work-man and has also filed a number of documents on 5-1-93. On the other hand, the management have examined Sri S. H. Raza, Office Suptd., in the office of Loco Foreman, Lucknow.
- 6. There is no dispute about the fact that there had been a ban on the recruitment of casual labour vide P.S. No. 6963 dt. 27-2-78 and No. 7716-A dt. 3-1-81 Initially no recruitment could be made without the approval of the Divisional Supdts. now DRMS. and subsequently it was ordered that it cannot be made without the prior approval of the General Manager. This is one aspect of the matter.
- 7. The question is whether Sri Sharafat Uliah, the alleged workman, was actually engaged on 5-3-80 and he had worked till 3-9-81.
- 8. On this point, in his affidavit, the management witness has deposed that there had been a total ban on the engagement of casual labour without the personal order and then of the General Manager and since no such order was issued in respect of the workman Sri Sharafat Ullah, the question of his valid appointment does not arise. He has further deposed that as a matter of fact Sri Sharafat Ullah alongwith others, with the connivance of head clerk Sri V. N. Srivastava and Sri Jai Karan Nath both of whom were suspended, got their names fraudulently entered on the mustor roll. The Vigilence Branch of the railway seized all the relevant records and thereupon the Sr. D.M.E. vide his order dt. 30-10-81,

terminated all such fictitious persons whose names were fraudulently entered in the mustor roll. Against the sanctioned strength of 1500 more than 2000 persons were shown on the mustor roll.

- 9. In his cross examination, the management witness has deposed that there is no such record with the railway which may show that Sri Sarafat Ullah had ever worked in the railway. According to him 10-12 years old record are not preserved in the railway.
- 10. During the course of his cross examination he was controlled with Pay envelopes purported to be in the name of Sri Sharafat Ullah. The management witness in reply said that they are all fake. I may state here that the Union made no attempt to prove these pay envelopes. They are on printed forms and they do not bear the signatures of any official of the railway nor there appear on them any stamp of the office.
- 11. The workman has corroborated his case by means of his attidavit. According to him he was recruited by Sri Cowas, the then AME. He admits that he was not given any appointment letter. He expressed his ignorance whether or not Sri B. N. Srivastava, Head Clerk was ever suspended. He nas also expressed ignorance on the point whether Sri Jai Karan was chargesheeted or not.
- 12. In paras (4), (5) and (6) of his cross examination, the workman has made certain statements which are very damaging to his case and which go to show that his name was in all probability entered in the muster roll fictinously and that he had not worked at all as a Khalasi or casual labour in the railway.
- 13. In para (4) of his statement in his cross examination he stated that with him about 1000 pesorns were removed from service in 1981. He cannot tell the reason why so many persons were removed from service. However, according to him he learnt that several goondas and badmash used to take pay packets without being in service (bahut se gunde badmash vaise hi railway so tankhah le jate the).
- 14. In para (5) of his statement he has deposed that as soon as he joined railway service he became the member of the Union. It means that he became the member of the Union on 5-3-80, the date on which according to the Union he was appointed as a Fitter Khalasi in the Locoshed Northern Rly Lucknow. Even after repeated inquiries he could not tell the correct name of the Union. He has given the name of the Union as Mazdoor Union when form the reference order it appears that the name of the Union which has espoused the case is Uttar Railway Karamchari Union. In the same para in his statement in cross examination, the workman has deposed that Sri Parvez Alam was the Neta of the workers. He however could not tell whether the said Parvez Alam had any thing to do with the Mazdoor Union. He has also said that from the very beginning he has been the member of the Union i.e. to say that he is still the member of the Union. In para (6) of his statement in cross examination, he says that it was only four years ago that he for the first time talked to the office bearers of the Union. Soon afaer making this statement he has stated that he talked to Sri Parvez Alam who took him to Vakil Sahib Sri B. D. Tewari. In the reference order it is mentioned that the dispute has been raised by the Zonal Working President Uttar Railway Karamchari Union Lucknow. Sri B. D. Tewari, has signed the claim statement in his capacity as Zonal Working President of the Union. Union. I may state here that for the last about 5-1/2 years I have seen Sri Tewari representing himself as Zonal working President of the said Union. He has also said that before meeting Sri Tewari, he had not met any other bearer of the Union in connection with the enforcement of his right in court.
- 15. The statement of the witness was recorded on 11-6-92. His services vide claim statement were terminated on 4-9-81. It follows therefore that in connection with the enforcement of his right he met Sri Parvez Alam and Sri B. D. Tewari for the first time in June 1988. The quetion is why he had kept silent for several years after the alleged termination of his services. He claims to be the member of the Union from the very beginning. Had he been, not amongst persons whose names were fraudulently entered in the mustor roll as pleaded

by the management, he would not have sat silent for so many years. In case of his actual engagement he would have surely contacted the office bearers of the Union soon after the termination of his services and in that event the office bearers would have agitated the matter on his behalf by raising an industrial dispute.

16. Hence, from the evidence and circumstances I hold that the workman was nover appointed as a khaliasi on 5-3-80 nor he had actually worked from then onwards upto 3-9-81. Like several others whose services were terminated by Sr. D.M.E. he was a person whose name was fraudulently entered in the mustor roll. Being a fictitious person, the action of the Sr. D.M.E. cannot be challenged. The reference is answered against the Union/workman accordingly.

ARJAN DEV, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. आ. 495.—औद्योगिक विवाद प्रधिनियम, 1947 (1947 का 14) की धारा 17 के प्रमुसरण में, केन्द्राय सरकार डिपार्टमेंट धाफ टेलिकम्यूनिकेशन, मिर्जापुर के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बाच, प्रमुखंध में निविष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण, कानपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 18-2-93 को प्राप्त हुन्ना था।

[सं. एल-40012/242/91-आई आर डी यू)] के.थी.बी. उण्णी, डेस्क श्रीधे नारी

New Delhi, the 18th February, 1993

S.O. 495.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Iribunal, Kanpur as shown in the Amexure in the industrial dispute between the employers in relation to the management of Telecommunications, Mirzapur and their workmen, which was received by the Central Government on 18-2-93.

[No. LI-40012/242/91.IRDU] K. V. B. UNNY, Desk Officer

ANNEXURE

MEOFRE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUMLABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 105 of 1992

In the matter of dispute between:

hri Chhotey Lal, son of Sri Ram Jiyawan, C/o Sri Vishnu Dev Pandey, 140/132 Jansengang Allahabad.

Up Mandal Adhikari, Tar, Mirzapur.

AWARD

1. The Central Government, Ministry of Labour, New Delhi, vide its notification no. L-40012/242/91-I.R. (DU) (t. 2-9-92 has referred the following dispute for adudication to this Tribunal:—

Whether the action of SDO Telegraphs and Divisional Engineer Telecom, Mirzapur in terminating the services of Sri Chhotey Lal S/o Sri Ram Jiyawaa w.e.f. 1-5-89 is justified? If not, what relief he is entitled to?

- 2. In this case despite issue of notices to the parties none appeared on the dates fixed. No claim statement on behalf of the workman filed in the case. It therefore appears that the workman is not interested in prosecuting the case. Therefore, a no claim award is given in the case.
 - 3. Reference is answered accordingly.

 ARIAN DEV. Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का.म्रा. 496.—औश्रोगिक विवाद मिधिनियम, 1947 (1947 का 14) की धारा 17 के म्रनुसरण में, केन्द्रीय सरकार, उत्तर रेलवे, लखनऊ के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, म्रनुबंध में निर्देश औद्योगिक विवाद में केन्द्रीय सरकार औश्रोगिक भिज्ञान कानपुर के पंचपट को प्रकाशित करतो है, जो केन्द्रीय सरकार को 18-2-93 को भाष्त हुमा था।

[सं. एल-41012/107/88-डी-II (बी)] के.बी.बी. उण्णी, बेस्क प्रधिकारा

New Delhi, the 18th February, 1993

S.O. 496.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government nearby publishes the award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Northern Railway, Lucknow and their working, which was received by the Central Government on 18-2-1993.

[No. L-41012/107/88-D.II (B)] K. V. B. UNNY, Desk Officer

ANNEXURE

BEOFRE SRI ARJAN DEV, PRESIDING OFFICER. CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 174 of 1989

In the matter of dispute:

BETWEEN

The Zonal Working President, Uttar Railway Karamchari Union, 96/196 Roshan Bajaj Lane, Ganeshganj, Lucknow.

AND

The Divisional Railway Manager, Northern Railway, Lucknow-226001.

AWARD

1. The Central Government, Ministry of Labour, vide its Notification No. L-41012/107/88-D.II (B) dated 21-7-89, has referred the following dispute for adjudication to this Tribunal:

"Whether the demand of the Union to promote Shri S. S. Chatterjee, Senior Clerk presently posted under senior Electrical Engineer (Construction) (V) Kanpur to the post of Head Clerk from the date Shri Mohd. Mutin, Head Clerk working under Asstt. Engineer, Sultanpur has been promoted, is justified? If so, to what relief the workman concerned is entitled to?"

2. The case of the Union in brief is that workman was appointed as a Khalasi on 2-4-86 under AEN Northern Railway Sultanpur in Lucknow Division. On 30-1-53 on his promotion, vide letter dated 28-1-58 of A.E. Sula pur, he was posted as Daftari. Subsequently he was transferred on promotion as Store Issuer to Chief Engineer (Construction) Chopan and posted under Executive Engineer (Construction) Pipri on deputation w.e.f. 28-7-59, he started efficiating as material clerk in the Gr. Rs. 105—135 and continued as such till 27-10-68. On completion of Chopan project he was transferred to Railway Electrification Organisation w.e.f. 28-10-68 as material clerk in the same grade which grade on restructuring of cadres was revised as Rs. 260—400. The Union alleges that while the workman was working in the Construction Project at Chopan he was promoted as Sr. Clerk in the Grade Rs. 330—560 vide SEE/C/New Del'il letter dated 2-12-78 and at present he is working as senior clerk under SEE(C)-V, Kanpur. According to the Union despite being on deputation the lein of the workman continued to be maintained under D.R.M. Northern Railway Lucknow. The Union alleges that Mohd. Matin who is junior, to the workman is working as Head Clerk. So under the Next Below Rule, the workman is entitled to be promoted as Head Clerk bringing him at par with his junior in matters of pro-

motions and pay. The Umon has twictore prayed that the workman be reassigned the sembrity above Mond, Iviain and consequently be promoted and his pay feated as head eleck.

- 5. The management pread that the workman was appointed as a stole kitaliasi under IOW Northern Kantway Sulfacpur on 2-4-10 and was promoted as Daltari which is a class by post under ALIN Sultanpur in the pay scare of its. 35-40 vice ALEMADEM TERRET INO. 4/E/ALMADEM OF /4/09 he per chiry in his scrylee record. Thereafter he was transferred to construction department which was a temporary церынинени Unurwan Road on deputation. According to the management since the Constitution Unit does not come under the Control Of A.K.M. N. Kanway Lucknow, the management have no knowledge of facts in respect of the workman in the Construction Unit. Since in the Construction Unit employees of the Railway working in different division are transferred, the semonty of any other benefit in the construction unit does not give them any right or enect in the patent division. They have their regular tem in the parent division and their seniority is also maintained in their parent division.
- 4. The management admit that the workman is at present working under Sele (C)-V at Kanpur. The management infiling plead that at the time when the workman was sent to Construction Unit on deputation ne was a class IV employed. He was nevel selected for the post of clerk in his parent department. Since Mond, Main has not been made a party in the case, the claim statement filed by the Union is not maintainable. No such jumor under selected person was ever promoted as clerk. Lastly the management have raised legal pleas. According to the management, there is no legal dispute under section 2(k) of the L. D. Act. The alleged Union is neither recognised nor registered as such the Union has of no legal right to raise an industrial dispute against the railway on benaif of the workman. The workman is not a member of the said Union, Moreover, there is no post of Zonal Working President in the said Union.
- 5. In its rejoinder the Union alleges that since the workman was duly promoted as senior cierk in the construction unit no fresh selection was required in the parent division. In any case it was no fault of the workman if he was not called in any selection by the D.R.M. Northern Rly. Lucknow. Since in the instant case on behalf of the workman, the Union has claimed refixation of his seniority and grade. Mond. Matin is not a necessary party. Mond Matin was selected as cierk in 1973, when the workman was not called in the said selection. The Union has then alleged that it is a registered Trade Union, under the Trade Union Act 1926. The objections raised by the management with regard to the Union cannot be raised at this stage. They should have been raised at the conciliation stage.
- 6. In support of its case, the Union has examined the workman and has filed some documents. No evidence, oral or documentary, has been led by the management in support of their case.
- 7. During the course of arguments it was submitted by the authorised representatives for both sides that the workman has since retired and that at the time of his retirement he was working on deputation under SEE (Construction) N. Railway Kanpur. According to Sri Tewari, the auth representative, for the Union the workman retired as senior clerk. Although this fact has not been admitted in the written statement Sri Jauhari has not challenge this fact specifically during the course of his arguments.
- 8. In this case it has been contended by Sri Jauhari that the workman being on deputation is entitled to retiral benefits on the basis of salary last drawn by him as senior clerk on deputation in accordance with the rules. He cannot be given promotion and pay of Head Clerk as he had not passed the departmental test for promotion as clerk. In para (4) of his statement in cross examination, although at first he expressed his ignorance on the point whether or not for promotion from class IV post to class III post a test is held, in his latter statements he admitted that such a test is held. He has specifically admitted that in his parent division for promotion to class III post from class IV post tests were held in 1970, 1973 and 1979. Since the workman had not passed any such test, on reversion to parent division his peshien would be that of class IV employee and not that of a class III employee.
- 9. On the other hand it has been contended by Sri B. D. Tewarl, on behalf of the Union that if the workman could

not appear in such a test, he cannot be blammed for that and it is because of the fact that he was not called for the test.

- 10, I do not find any substance in the submissions made by Sil Tenation view of the facts and circumstances which have come in the cross examination of the workman. We have seen above that at first he expressed his ignorance but subsequently admitted that such a test is held for promotion from Class IV post to class III post. It appears to me that he was not interested in the test as he was getting promotions one after the other while he was on deputation and was also getting project allowance. According to him in 1974 he made an application to D.P.O. for allowing him to appear in such a test. But this statement of his cannot be believed because he has no proof of it. Moreover, had such an application been given by him he would not have made the statement that he does not know whether for promtoion from Class IV to Class III a test is held or not. In para 6 of his statement in cross examination, he has said that in 1973 for the first time he made a representation to the Sr. D.E.E., OHE Kanpur with the request to give him the posting of a class III employee or else said him back to his parent department. Towards the end of his cross examination he has admitted that he has no copy of any such representation. In view of the facts stated above this part of his statement also does not appear to be reliable.
- 11. It thus appears to me that while getting promotions on deputation and enjoying benefits of his posting on deputation he did not care to come back in his parent department to pass the test which were necessary for his further promotions in the parent department.
- 12. In para 5 of the rejoinder it has been allegd by the Union that Mohd. Matin was selected as a clerk in 1973. Hence I find that there is no application of Next Below Rule in the case of the present workman to which Sri B. D. Tewari has invited my attention. Had the workman been promoted alongwith Mohd. Matin as clerk after passing the test, in the event of Mohd. Matin being junior to him, he could have a genuine grievance if he had been superseded for no fault of his by the Railway Aministration.
- 13. On 16-1-92, the arguments were heard in the case for the first. On 14-4-92 while preparing the case for dictating the award I found that certain points referred to in my order duted 13-4-92 require clarification at the hands of the representatives for the parties. I am sorry to state that the authorised representative of neither side gave the Tribunal any help on this point.
- 14. Hence, I do not find any force in the demand raised by the Union on behalf of the workman for his promotion to the post of Head Clark from the date when Mohd. Matin was so promoted.
 - 15. Consequently the reference is decided accordingly.

ARJAN DEV, Presiding Officer

नई दिल्ही: 18 फरवरी, 1993

का. श्रा. 497.—शैद्योगिक विवाद प्रधिनियम, 1947 (1947 का 14) की धारा 17 के प्रनुपरण में, केन्द्रीय सरकार उत्तर रेलवे, इ सहाबाद के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्म हारों के बीच, श्रनुबंध में निर्दिष्ट औद्योगिक विदाद में किद्रीय सरकार औद्योगिक श्रिधकरण, कानपुर के पंचपट को श्राणित करती है, जो केन्द्रीय सरकार को 18-2-93 को प्राप्त हुआ था।

[रा॰ ्ल-41012/84/91- आई भ्रार की यू] के.बी.बी उण्णी, डेस्क ग्रधिकारी

New Delhi, the 18th February, 1993

S.O. 497.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the arrard of the Central Government Industrial Tribunal, Kang is as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Norther i Railway, Allahabad and their workmen, which was received by the Central Government on 18-2-93.

[No. L-41012/84/91-IR(DU)] K. V. B. UNNY, Desk Officer

ANNEXURE

BEFORE SRI ARJAN DEV PRESIDING OFFICER CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL CUM-LABOUR COURT PANDU NAGAR, KANPUR Industrial Dispute No. 108 of 1992

In the matter of dispute between :

Zonal Working President, Uttar Rly, Karamchari Union, 96/196, Roshan Bajaj Lane, Ganeshganj, Lucknow.

AND

The Divisional Rly. Manager, Uttar Railway, Allahabad.

AWARD

1. The Central Government, Ministry of Labour, vide its notification no. L-41012/84/91-LR. (D.U.) dated 7-9-92 has referred the following dispute for adjudication to this Tribunal:—

"Whether the action of the L. R. Northern Rly. Allahabad in terminating the services of Sri Lokshman Prasad s/o Sri Babu Lal w.e.f. 6-7-82 is justified? If not, what relief he is entitled to?

- 2. In this case no claim statement was filed by the Union on behalf of the workman despite issue of notice. None appeared on the date fixed i.e. on 23-11-92, on behalf of the Union workman. It therefore, appears that neither the Union nor the workmen is interested in prospecuting the case. As such a no claim award is given in the case against the workman/Union.
 - 3. Reference is answered accordingly.

Sd/-

ARJAN DEV, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

का. था. 498.— औद्योगिक विवाद श्रिष्ठित्यम, 1947 (1947 का 14) की धारा 17 के श्रनुसरण में, केन्द्रीय सरकार भारतीय खाद्य निगम के संबद्ध नियोजकों और उनके कर्मकारों के बीच, श्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक श्रिष्ठिकरण, चंडीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुआ था।

[संख्या एल-42012/137/87-डी-II (बी) डी-IV (बी)] राजा लाल, डेस्क प्रधिकारी

New Delhi, the 17th February, 1993

S.O. 498.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-42012/137/87-D.II(B)/D.IV(B)] RAJA LAL, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 62/88

Ganga Saran Vs. Food Corporation of India.

For the workman: Shri P. K. Singla.

For the management : Shri N. K. Zakhmi.

AWARD

Central Government vide Gazette Notification No. L-42012/137/87-D.II.B/IV(B) dated 1st of August, 1988 issued U/s 10(1)(d) of the I.D. Act, 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of the Senior Regional Manager (Pb) Chandigarh in dismissing Shri Ganga Seran, Dusting Operator from service w.c.f. 1-4-1986 is legal and justified 7 If not, to what relief the workman concerned is entitled ?"

- 2. In the claim statement it has been alleged that Senior Regional Manager on 11-4-1986 has charged sneeted him and the departmental inquiry was conducted by Kewal Singh Deputy Manager who submitted his report on 19-2-1987 on the basis of which S.R.M. Food Corporation of India has imposed penality of dismissal from service from 1-4-1986. He filed an appeal to the Zonal Manager against the said order and the appeal was also rejected on 28-8-1986. It was further alleged that while posted at FSD Morinda some member of the staff union has some personal grudge with the petitioner and the said group of the staff union concocted false story and passed a resolution against him in order to put harm to him which resulted in the dismissal of the services of the workman. It is alleged that the departmental inquiry was not conducted in proper way as he was not given full opportunity to defend his case. It is further alleged that inquiry officer allowed the presenting officer to produce the document Ex. P2 which was not listed document nor the copy of the said document was given to the workman. It was further alleged that charge sheet itself allegation of abusive language alleged to have used by him however no exact words or the abutes were mentioned which is requirement of law. It is further stressed that Shri Giat Singh Asstt. manager (D) whom it is alleged that he had misbehaved or abused neither cited as witness nor he has produced as prosecution witness nor there is any complaint or report at the instance of said Grat Singh. It is further alleged that one witness Shri Sohan Lal had not supported the case of the prosecution. PW2 Amarjeet Singh was also not present at that very time and he has also deposed to this effect. PW4 Mazara Singh was also not a direct witness to the incident. It is further alleged that he was simply not examined in order to have the test to the effect whether the petitioner was under the influence of liquor. It is further pleaded that proper procedure was not followed by the inquiry officer during the course of inquiry. Reasonable opportunity was not given to him. He was not served with show cause notice before the dismissal. Dismissal order is not speaking order. His appeal was also rejected without applying mind by the Zonal Manager. Inquiry officer did not supply the copies of the documents which is mandatory under law and has prayed for the reinstatement with back wages.
- 3. In the written statement the plea has been taken that workman is guilty of acts of misconduct. It is further pleaded that during the course of inquiry full opportunity was given to the petitioner. The inquiry was fair and proper. The disciplinary authority imposed the penality of dismissal after applying its mind. It is also pleaded that the management reserve the right to prove act of misconduct if the court find any infirmity in the inquiry by leading oral as well as documentary evidence. It was further pleaded that the appellate authority had carefull considered and rejected the appeal of the workman. The allegation con-tained in the claim statement were denied. It was pleaded that the appellate authority had carefully considered and valid. It is further pleaded that the workman is guilty of terious acts of misconduct and on 25-11-1983 under the influence of liquor misbehaved and abused his colleague and senior staff members. It was further alleged that the workman alongwith his representative attended the whole of the inquiry proceedings and cross-examined the witnesses. The charges were very specific. The action of the management is legal and based on the report of the inquiry officer who held him guilty of misconduct. It was further pleaded that the workman has number of times misbehaved with his colleagues and thereafter had been giving due apology and undertaking not to quarrel with his colleagues in future, and prayed for the dismissal of the reference.
- 4. Replication was also filed reasserting the facts as in the claim statement.
- 5. In support of his case petitioner produced himself as WW1 and filed his affidavit Ex. W1 in evidence and also relied on documents Ex. W2 the office order, Ex. W3 letter dated 10-6-87, W4, W5 and W7 are the office orders, W6 is the corrigandum. W8 and W8A are the application and the representation of the petitioner, W9 and W10 is the order dated 28-8-86, W11 is the memorandum and their annexures are W12 to W14. W15 is the written brief in defence W16 is the appeal, W17 is list of cases, W18 is the certificate, W19 statement of Amarjeet Singh, W20 is the statement of another witness, W21 is the statement of Sohan

Lal, W22 is the statement of Avtar Singh, W23 is the statement of Kewal Singh, W24 statement of Ved Parkash, W25 subsequent statement of Kewal Singh, W26 statement of Kewal Singh, W27 memorandum of appeal, W28 is the list of cases, W29 written brief, W30 is the order of the punishing authority, W31 the report of the inquiry officer, W32 the order sheet, W33 is the appeal and W34 is the order. In cross-examination he has stated that he did not cross-examine the management's witnesses as no opportunity was given to him and he was not allowed to produce more than one witness. He has also stated that he filed an appeal against the order to appellate authority which was also dismissed.

The respdt. management produced Mr. K. S. Chahal District Manager FCI as MW1 who filed his affidavit in evidence Ex. M1. In cross-examination he has admitted that no medical examination done or FIR was lodged but disciplinary proceedings were started against him. He has admitted that the employees get punishment only against the charges pending against the workman. He has admitted that he can not say with whom he misbehaved but it was in the inquiry proceedings and in the statement of Amarjit Singh. He had shown his ignorance whether the workman has got the punishment for his earlier misconduct in the separate charges.

- 6. I have heard both the parties and gone through the written arguments filed by the parties.
- 7. Rep. appearing on behalf of the workman has argued that article of charges have not been proved by the resput.

 management against the petitioner and thus dismissal of the
 petitioner is not tenable in the eyes of law and violative of
 the religious of properly interior. On the contrary coursel the principle of natural justice. On the contrary counsel appearing on behalf of the respot, management has argued that the petitioner is a habitual trouble creator for which he has been chargesheeted and punished on many occasions. I am not convinced with the arguments advanced by the counsel for the respdt, management. The petitioner charge sheeted for two charges. First charge relates to the incident dated 25-11-1983 on which date he entered that depot premises under the drunken conditions and mishehaved with the colleagues and members of the F.S.D. Had Charge is that he is habitual trouble creator and did not improve his behaviour even after his transfer to another station. So far first charge is concerned there is absolutely no evidence on the record to connect the petroner with the incident dated 25-11-1983. Giat Singh Asst. Manager (Depot) to whom it is stated that the petrioner had misbehaved and abused neither cited as a witness nor projuced as prosecution witness. Other witnesses produced duting the course of enquiry has also not supported the case of the respdt. management as they have failed to connect the petitioner with the incident dated 25-11-1983. Not only this the petitioner has also been exencented of the said charge by the Managing Director of the Respott, management in its order passed on 7-11-1988 which is Ex. W34 in the review application of the petitioner in which it has been said that there is no direct evidence of drunken misbehaviour and the two witnesses who has testify that this official is smelling of liquor is not enough to sustain the charge.

Further with regard to the 2nd charge that the petitioner is habitual trouble creator, there is no specific instances in the charge. It is settled law that the charge has to be specific relating to the date and time of the incident. The charges cannot be in general. Further it is not denying the fact that on earlier charges of misconduct the petitioner has been adequately punished as the same has been reflected in the orders passed by the Managing Director in the review application which is Ex. W34. Punishment on earlier charges also shall amounts to double punishment. Therefore extreme punishment of dismissal on the vague charge that the petitioner is habitual trouble creator can not stand.

The rep. of the petitioner has also restricted his claim for foregoing back wages altogether and has admitted to accept the punishment of two increments with cumulative effect.

In view of the discussion made in the earlier paras the petitioner has already been exenorated by the Managing Director in the review petition of the main charge and the extreme penalty of dismissal imposed on the subsequent charge on account of periodic misconduct is certainly excessive. Thus it is ordered that the petitioner is reinstated with

continuity of service and the punishment of dismissal is substituted with the punishment of stoppage of two increments with cumulative effect. Backwages are denied to the petitioner.

Chandigarh.

16-12-92.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

का.ग्रा. 499.—औद्योगिक विषाय प्रधिनियम, 1947 (1947 का 14) की धारा 12 के मनुसरण में, केन्द्रीय सरकार राजुर कोलियरी भाफ बब्ल्यू सी.एल. के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निविच्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक प्रधिकरण, नं. 2 बस्बई के प्वपट को प्रकृषित करती है, जो केन्द्रीय सरकार को 16-2-93 को प्राप्त हुआ था।

[संख्या एल-22012/445/91-माई म्रार (सी-II)] राजा लाल, डेस्क मधिकारी

New Delhi, the 17th February, 1993

S.O. 499.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, No. 2, Bombay as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Rajur Colliery of W.C. Ltd., and their workmen, which was received by the Central Government on 16-2-1993.

[No. L-22012/445/91-IR(C. II)] RAJA LAL, Desk Officer

ANNEXURE

BEFORE THE CENTRAL GOVERNMENT TRIBUNAL NO. 2 BOMBAY

PRESENT:

Shri P. D. Apshankar, Presiding Officer.

REFERENCE NO. CGIT-2/36 OF 1992

PARTIES:

Employers in relation to the management of Rajur Colliery of W.C. Ltd.

AND

Their Workmen

APPEARANCES:

For the Employers: Shri G. S. Kapur, Advocate.

For the Workmen: No Appearance.

INDUSTRY: Coal Mines. STATE: Maharashtra

Bombay, the 3rd February, 1993

AWARD

The Central Government by their order No. L-22012/445/91-IR (C. II) dated 9-6-1992 have referred the following Industrial Dispute to this Tribunal for adjudication under Section 10(1)(d) of the Industrial Disputes Act, 1947.

"Whether Shri Nago Pocham Durgamwar and Shri Tataiya Jadho are entitled to be re-instated on their original job by the management of Rajur Colliery WCL, Wani Area, Dist. Yeotmal, if not, to what relief the workmen are entitled?"

2. After the said reference was received by this tribunal on 17-6-1992, the notices of the reference were issued to both the parties. Accordingly the representative of the management appeared before this Tribunal on 21-7-1992. The

notice of this reference was duly served upon the General Secretary of the Samyukth Khadan Mazdoor Sangh, W.C. Ltd., Rajur Colliery, Dist.-Yeotmal (MS) 445 309 on 30-7-1992. However, nobody from the union, nor any of the workmen, appeared before this tribunal on the next date i.e. on 18-8-1992. Therefore, a fresh notice was issued to the General Secretary of the said union and it was also duly served by Registered post on him on 4-9-1992. However, even on the subsequent date, i.e. on 18-9-1992 noither the workmen nor anybody from the union appeared before this Tribunal. The union and the workmen remained absent since the beginning eventhough the representative of the management remained present practically on all dates upto the last date, i.e. 22-1-1993. The union and the workmen remained absent even till today. As such it seems that the union and the workmen are not intreested in persuing the matter. As such the present reference stands disposed of

P. D. APSHANKAR, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

का. भा. 500. अधिगिक विशाद भ्रिधिनियम, 1947 (1947 का 14) की धारा 17 के भ्रनुसरण में, केन्द्रीय सरकार भारतीय खाद्य निगम के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, श्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक श्रधिकरण, चंडीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हथा था।

[संख्या एल-42011/73/86-डी-II (बी)/डी-4 (बी) एल-42011/74/86-डी-II (बी)/डी-4 (बी)] राजा लाल, डेस्ज प्रधिकारी

New Delhi, the 17th February, 1993

S.O. 500.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the awards of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen, which were received by the Central Government on 17-2-1993.

[No. L-42011/73/86-D.II(B)/D.IV(B) 1.-42011/74/86-D.II(B)/D.IV(B)] RAJA LAL, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVT. INLUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 18/89

Surinder Kumar and Others Vs. Food Corporation of India.

For the workmen.—Workmen in person.

For the management,—Shri R. S. Khosla.

AWARD

Central Govt, vide gazettee notification No. L-42011/73/86-D.H.B/D.IV.B. dated 31st January 1989 issued U/S 10(1)(d) of the I.D. Act 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of the Diett, Manager and Asstt. Manager, FCI, Jammu in not regularising the services of S/Shri Surender Kumar, Lekh Raj, Chaman Lal, Baldev Raj, Vikram B'u.tt, Dev Raj and Seva Ram, casual workers is justified? If not to what relief the workmen concerned are entitled and from which date?"

- 2. Award passed in the above noted case of Surinder Kumar and others I.D. No. 18/89 shall be read in the reference No. 79/88 Patwari and others Vs. Food Corporation of India.
- 3. In their respective statement of claim it has been pleaded that they had been working with the respot. for number of years and they have completed more than 240 days of service and are entitled for regularisation of service. It is further pleaded that circular No. 28cc/13(4) 15 Vol. 1.1445 was issued in the year 1986 is in violation of natural justice and labour laws and has been done to cause the break in the services of the petitioner. It is further pleaded that circular dated 6-5-87 is directions for the regularisations of the services of the petitioners covered in para VI of the circular and the respot. management is delaying the process of regularisation. Workmen represented on many occasion but no effect and prayed that the services of the petitioners be regularised from the day they have completed 240 days.
- 4. Respdt, management contested their claim and has denied the avernment made in the statement of claims and they have taken a number of preliminary objections. Con merits the respot, management has taken up the plea that the retitioners were engaged as a casual labourers purely on temporary and daily wage basis at D.C. rates prevailing at that time. The activities involved with the respect management is the storage of the tood grains and the casual labourers are not required on regular basis but only scasonal and intermittent period. It is further pleaded that with this purpose the respondent management does not recruit its own labour but entered into an agreement with HT.C. for supply of casual labourer. It is further pleaded that the petitioners were initially engaged by the H.T.C. and since the said H.T.C. has failed to make payment of the wages to the petitioners. the respdt, management made the payment of their wages after deducting the same from the H.T.C./contractor's bill as per directions of the Asstt. Labour Commissioner. It is further pleaded that the agreement between the management of the FCI and the contractor expired in October 1986. After October 1986 the petitioners were engaged by the FCI on purely temporary and daily wage basis on D.C. approved rates. The respot. management admitted that the petitioners had completed 240 days of service. The plca was taken that they are not entitled to regularisation of service on this score. It is further pleaded that due to imposition of ban on the recruitment no vacancy against sanctioned strength and their services can not be regularised. Moreover the petitioners are not working on the sanctioned posts at all against which they can claim regularisation. It is further pleaded that the letter dated 23-3-1986 is not violative of principle of natural justice. It is further pleaded that mere completion of requisite 240 days does not create any right for regularisation of their service. Circular dated 6-5-1987 has been admitted. It was prayed that the claim of the petitioner be dismissed.
- 5. Replication was also filed reasserting the claim made in the claim statements.
- 6. In support of their case the netitioner examined Shri Surinder Kumar as WW1 who tendered his affidavit Ex. W1 and relied on the document Ex. W2, 10th Rai produced himself as WW2 and tendered his affidavit Ex. W3, Chaman I of produced himself as WW3 and tendered his affidavit Ex. W4 in evidence. Vikram Bhatt produced himself as WW4 and produced his affidavit Ex. W5 in evidence. Pev Rai produced himself as WW5 and tendered his affidavit Fx. W6, Sewa Ram produced himself as WW6 and tendered his affidavit Ex. M7 in evidence.

In connected case No. I.D. 79/88 Patwari and others Patwari produced himself as WW1 and tendered his affidevit Ex. W1. Bhoi Ram produced himself as WW2 who tendered his affidavit Ex. W2. Ashab Kumar produced himself as WW3 who tendered his affidavit Ex. W3. Subhash Kumar produced himself as WW4 who tendered his affidavit Ex. W4. Netar Prakash produced himself as WW5 who tendered his affidavit Fx. W5. Somi produced himself as WW6 who tendered his affidavit Fx. W6 and Boldev Rai produced him elf as WW7 who tendered his affidavit Fx. W6 and Boldev Rai produced him elf as WW7 who tendered his affidavit Fx. W7 in evidence.

Pesndt, management produced Shri O. P. Chandhary District Manager as MWI who filed his affidavit Fx. M1. Workman got proved documents Ex. W8 letter dated 8-11-1989 and

the documents Ex. W9 the correspondence and also got proved the letters Fx. W10 the Ex. W11 the circular.

7. I have heard the parties and gone through the evidence and record. Learned counsel appearing on behalf of the workmen has argued that the present petitioners have been working with the Respdt, for a number of years and are en-titled for regularisation of their services in view of the circular Ex. Will issued by the Respot. and the present petitioners squarely falls within the ratio of the said circular. It has also been argued that the posts are available and the present petitioners are the senior most eligible for the said regularisation. On the contrary learned counsel for the respdt, management has argued that the present petitioners do not fit within the eligible criteria as contained in the said circular as they have not been employees of the Food Corporation of India for three months on the cut off date i.e. 2-5-1986 and were employees of the handling and transport contractor, it has also been argued that the said handling and transport contractor has failed to make the payment to the petitioner and thus the respdt, management made payment of their wages after deduction from the handling and transport contractor bill and this was done at the instance of the Labour Commissioner. It has also been pointed out that in October 1986 the contract had expired. Thereafter, the petitioners were engaged by the Food Corporation of India on part time and daily wage basis. Contention raised by the counsel for the respot, management is merit less. The present patitioners might have been engaged with the Respot, through the handling and transport contractor but there is no denying the fact that the respdt, management had been paying the wages to the present petitioners for more than three months i.e. from the cut off date i.e. 2-5-1986. Not only this the present petitioners had been continuing the employeees of the respdt, management even after October 1986 when the alleged contract stated to have been expired in October 1986. As in October 1986 the respdt, management had not issued any appointment letters to the petitioners engaging directly the present petitioners. Thus the fact remains that the petitioners while working with the respondent have been getting the wages for more than three months from the cut off date i.e. 2-5-1986. Ex. W11 is the circular which stipulates that casual/daily rated employees who have completed three months period on 2-5-1986 and possess the requisite qualifications regularise the services of the eligible daily rated casual employees. The regional manager of the respot. management have also recommended the case of the present petitioners for the regularisation in his letter dated 8-11-1989 which is Ex. W8 and the same has been admitted by Mr. O. P. Choudhary, District Manager when appeared as MW 1. The said letter also contains that there is short fall of 28 posts. The regional Manager FCI in its letter dated 16-4-91 which is Ex. M10 has also recommended the case of the petitioner for the purpose of regularisation on the condition that the same shall be done from the date of their consent and will be adjusted against the available vacancies as per their qualification subject to their withdrawing the case. The names of the present petitioners were also annexed in the said letter. It was also addressed to the Zonal Manager. In the said letter there is also mention of existence of 28 posts categories as 13 posts of watchman and 15 posts of messengers. If diavated to the arguments of the counsel for the respdt, management that the present petitioners are not in the service of the respdt, management as on 2-5-1986 there was no question of recommending the case of the present petitioners the Regional Manager to the Zonal Office. Present petitioners have been working for a number of years with the respect, management. They have gained sufficient experience in their respective jobs. There is existence of 28 vacanties of the contract requires the contract cles. It means that the respdt, management requires the services of all the employees. Circular Ex. W11 dated 6-5-1987 is duly applicable to the present petitioners and the present petitioners are certainly deserve regularisation by virtue of the said circular.

In view of the discussion made in the earlier paras the respdt, management is directed to take all the necessary steps to regularise the services of the present petitioners in persuance of the 'circular dated 6-5-1987 which is Ex. W11 and all needful shall be done within three months from the publication of this Award.

Chandigarh.

ARVIND KUMAR, Presiding Officer

ANNEXURE

BI FORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CUNTRAL GOVT, INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I. D. 79/88

Patwari and others Vs. Food Corporation of India. For the workmen.—Shri Anup Kaul.

For the management,-Shri R. S. Khosla.

AWARD

Central Govt, vide gazettee notification No. L-42011/74/86-D.H.B/D.IV(B) dated 6th October, 1988 issued U/s 10(1)(d) of the I.D. Act 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of the Distt. Manager, FCI Jammu and Asstt. Manager, FCI Jammu in not regularisating the services of S/Shri Patwari, Somi, Baldev Raj. Bhoj Raj, Pawan Singh and Ashok Kumar, Netar Parkash and Subhash is justified? If not, to what relief the workmen are entitled and from what date?"

2. For Award see case No. I. D. 18/89 Surinder Kumar and others versus Food Corporation of India. Chandlgarh.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

का. श्रा. 501.—औद्योगिक विवाद ग्रिधिनियम, 1947 (1947 का 14) की धारा 17 के श्रनुमरण में, केन्द्रीय सरकार भारतीय खाद्य निगम के प्रवंतंत्र के मंत्रद्ध नियोजकों और उनके कर्मकारों के बीच, अनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ग्रिधिकरण, चंडीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-92 को प्राप्त हुशा था।

[संख्या एल-42012/105/87-डी-II (बी)] राजा लाल, डेस्क ग्रधिकारी

New Delhi, the 17th February, 1993

S.O. 501.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-42012/105/87-D.II(B)] RAJA LAL, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVT, INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

I. D. 69/88

Jeeven Dass Vs. Food Corporation of India. For the workman.—Shri O. P. Batra. For the management.—Shri Pramod Jain.

AWARD

Central Govt. vide gazettee notification No. L-42012/105/87-DII(B) dated 30th September, 1988 issued U/s 10(1)(d) of the I. D. Act, 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of Distt. Manager, Food Corporation of India, Rohtak in removing from service Shri

Jeevan Dass son of Shri I.ashkar Ram, Safaiwala at FCI Hired Godown, Hindu College Soneput w.e.f. 14-12-1982 is legal and justified? If not, to what relief the workman concerned entitled and from what date?"

- 2. It has been alleged in the claim statement that the petitioner was appointed as Safaiwala on 6-6-1977 by the Dist. manager FCI Rohtak and was posted at Hired Godown of the FCI at Sonepat where he joined on 10-6-1977. It is further alleged that he confirmed in this post on 10-6-1978 vide district manager order dated 2-4-1979. It is further alleged that his last pay drawn was Rs. 725/- excluding all deduction, like GPF etc. It is further alleged that his services were terminated on 30-11-1982 on the ground of absent from duty. It is further alleged that his termination order is illegal, unjustified and against the provisions of natural justice, equity and fair play. No full opportunity was granted to him in the enquiry proceedings before terminating his services and no show cause notice was issued to him. It is further alleged that he remained absent as his father was very seriously ill for long time. It is further alleged that he left the head-quarter without having leave sanctioned in proper manner because of the circumstances beyond his control. His work was quite satisfactory. Thus it was prayed that his termination order be set aside and he be reinstated with full back wages and continuity of service w.e.f. 30-11-1982.
- Respdt. management contested the claim. Preliminary objection has been taken that the petitioner has not exhausted the remedy available by way of appeal/revision/review in terms of FCI staff Regulation against the order of disciplinary authority dated 14-12-1982. On merits it is pleaded that the services of the petitioner was terminated on 14-12-1982 and not on 30-11-82 and that too after observing all the formalities of the disciplinary proceedings on the basis of the enquiry report and the principle of fair play was duly observed. It is further pleaded that the workman was given all the reasonable opportunity to improve his conduct and work but inspite of giving warnings absented himself from duty time and again. It is further pleaded that the charge of will fully absent from duty has also been accepted by the workman himself. It is further pleaded that he remained absent without any intimation from 14-1-1982 to 16-3-1982 without any leave application. It is further pleaded that several telegramms, memos were sent to the petitioner but he did not reply. It is further pleaded that the petitioner joined on 17-3-1982 without giving any thing in writing submitted his medical certificate for the period 14-1-1982 to 15-3-1982. It is further pleaded that again on 5-6-1982 the petitioner absented himself without any intimation and did not report for duty up to August 1982 inspite of number of telegramme. It is further pleaded that the absent from duty is serious charge and create indiscipline in the office. It is pleaded that full opportunity was given to the petitioner to defend his case. It is also stressed that the petitioner had not filed any appeal against the order of disciplinary authority and prayed for the dismissal of the reference.
 - 4. Replication was also filed reasserting the claim made in the claim statement.
 - 5. The petitioner has not led any evidence and neither the respot, management led any evidence.
 - 6. I have heard both the parties and gone through the record. Learned counsel for the petitioner has not argued the case on merits and has prayed for the intervention of this Court U/S 11-A of the I.D. Act 1947 for reinstatement of the petitioner. I do not find force in the contention and the present case is not fit for intervention U/S 11-A of the I.D. Act. 1947. The petitioner is habitual in remaining absent from duty without any intimation and leave. As apparent from the record he remained absent wilfully from 14-1-1982 to 16-3-1982 and did not turn up inspite of repeated reminders by the respett management and ultimately joined the duties on 17-3-1982 alongwith medical certificate and did not care to file leave application for the period he remained absent. Not only this he again remained absent from duty on 5-6-82 and did not report for duty up to August 1982. The charge of remaining wilfully absent from the duty has also been admitted by the petitioner in the statement of claim. He has taken the plea that he had to leave under the compelling

circumstances. The petitioner had been in the service of the respdt, management since 1977. He is suppose to know that in case he remained absent from duty without any leave being sanctioned he could be removed from the service. But he had not taken care of that obligation. As apparent from the record all the formalities has been observed by the Respdt, management while terminating the services of the petitioner on account of his wilfully absence. In 1990 (1) L.L.J. page 403 The Tata Engineering and Locomotive Co. Ltd. Vs. Presiding Officer, Industrial Tribunal Ranchi and another it was held that continuous absence without permission or leave is a misconduct and the management could proceed against the workman on this ground. It was also held that if not formal charge was delivered the discharge from serfice cannot be held to be bad in law,

In 1959 (1) L.L.J. 450 M/s. Burn & Co. Vs. Their workman, one H. D. Roy happened to be the General Secretary of the Union. He had been systematically absenting himself without permission. He did not apprise the Company of his whereabouts. His services were dispensed with on the ground of continued absence. Hon'ble Supreme Court has observed that conduct of Roy was highly irregular and there should have been an application for leave. The Court also held that Roy was not entitled to any relief.

In view of the discussion made in the earlier para and following the ratio laid down by the judgments cited above the petitioner is not entitled to any relief and not deserve any relief U/S 11-A of the LD. Act 1947. The reference is returned accordingly.

Chandigarh.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

का.श्रा. 502.—-औद्योगिक विवाद श्रिधिनियम, 1947 (1947 का 14) की धारा 17 के श्रानुसरण में, केन्द्रीय सरकार भारतीय खाद्य निगम के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच, श्रान्ब्ध में निर्दिशट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक श्रिधकरण, चंडीगढ़ के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 19-2-93 को प्राप्त हुश्रा था।

[संख्या एल-22012/10/89-प्राई ग्रार (सी-II)] राजा लाल, डेस्क प्रधिकारी

New Delhi, the 17th February, 1993

SO. 502.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure, in the industrial dispute between the employers in relation to the management of Food Corporation of India and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-22012/10/89-IR(C.II)] RAJA LAL, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 106/89

Miss Bimla Devi Vs. Food Corporation of India. For the workman: None.

For the management: Shri R. K. Chopra.

AWARD

Central Government vide Gazette Notification No. L-22012 (10)/89-IR(C.II) dated 20th July, 1989 issued U/s. 10(1)(d)

of the I.D. Act, 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of the D. M. FCI, Chandigarh in netrenching Miss Bimla Dewi, Typist on daily wages in his office w.e.f. 13-7-88, is legal and justified? If not, to what relief the workman concerned is entitled and from whith date?"

2. Petitioner in the claim statement has claimed that she joined service of the respondent on 21-6-1986 in the office of D.M. FCI, Chandigarh and her services were illegally terminated on 13-7-1988 although she had worked for more than two years and vacancies were still existed. It is further pleaded that the respondent management in their meeting had decided that workmen who have completed three months service on or before 2-5-1986 their services whould be regularised. It is also pleaded that order of termination is illegal unjustified and no charge sheet, show cause notice was issued and has been passed in violation of Section 25-F of the I.D. Act, 1947.

Respondent filed the written statement. The plea has been taken that a cheque of Rs. 1710 dated 13-7-1988 on account of retrenchment compensation and one month pay in lieu of notice was offered to the workman on 13-7-1988 but she refused and consequently the termination letter alongwith the said cheque was sent through Registered post which was accepted by the workman and thus the management had complied with the provisions of Section 25-F of the I.D. Act, 1947. It was also pleaded that the appointment of the petitioner was after the cut off date i.e. 2-5-1986 and the said circular has no benefit to the petitioner.

Various registered notices were issued to the petitioner but none put up appearance. The management was asked to adduce evidence but they did not and the evidence of the management was closed.

From the pleadings it is apparent that the management did offer an amount of Rs. 1710 on 13-7-1938 the day the petitioner was retrenched but she refused and the said amount was sent through registered post which was accepted by the petitioner. The petitioner in her claim statement does not deny the receiving of the retrenchment compensation but she says that it was not given at the time of retrenchment but however she had refused and when sent by registered post same was accepted by her as claimed by the respondent management in written statement. Thus there is no violation of Section 25-F of the I.D. Act, 1947.

The petitioner in her own statement of claim has admitted that the circular of the board for regularisation of service of those employees who have completed three months service on or before the cut off dated is 2-5-1986. Admittedly the appointment of the petitioner is after the cut off date, thus not entitled to any benefit of the said circular.

In view of the discussion made in the earlier paras the petitioner is not entitled to any relief. The reference is dismissed and returned to the Ministry.

Chandigarh.

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 17 फरवरी, 1993

कान्त्रा. 503.—औद्योगिक विवाद प्रधिनियम 1947 (1947 का 14) की धारा 17 के प्रनुसरण में केन्द्रीय सरकार, भारतीय स्टेट वैंक के प्रजंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच प्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय मरकार औद्योगिक प्रधिकरण व श्रम न्यायान्त्र्य, चंडीगढ़ के पंचाट को प्रकाणित करती है जो केन्द्रीय सरकार को 16-2-93 को प्राप्त हुआ था।

[संख्या एल-12012/307/86-डी II (ए)] एस. के. जैन, डैस्क भ्रिकारी New Delhi, the 17th February, 1993

S.O. 503.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal-cum-Labour Court, Chandigarh as shown in the Annexure, in the industrial dispute between the employer in relation to the management of State Bank of India and their workmen, which was received by the Central Government on 16-2-1993.

[No. L-12012/307/86-D.H(A)] S. K. JAIN, Desk Officer

ANNEXURE

BEFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVERNMENT, INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I.D. 46/87

Suraj Prakash Vs. State Bank of India.

For the workman: Shri J. G. Verma, For the management: Shri Ajay Kohli.

AWARD

Central Government vide Gazette Notification No. L-12012/307/86-D.II(A), dated 26th June, 1987 issued U/s. 10(1)(d) of the I.D. Act. 1947 referred the following dispute to this Tribunal for adjudication:

"Whether the action of the management of State Bank of India in terminating the services of Shri Suraj Prakash, messenger, in December 1984 is justified? If not, to what relief is the concerned workman entitled to?"

- 2. Case of the petitloner in the claim statement is that he was employed as messenger with the respondent bank w.e.f. 7-12-1982 and continued till 27-9-1984 and thus completed 297 days excluding Sundays and Holidays for which he was not paid. It is further alleged that he had completed 240 days in 12 calendar months preceding to his termination. It is further alleged that he was not paid salary incommensurate with the provisions of Award/settlement and he has entitled payment of wages as per regular scales applicable to the subordinate staff. He further alleged that he was paid Rs. 10 per day upto 12-4-1984 and subsequently (m) Rs. 12 per day upto 27-9-1984 as against regular scale applicable to the subordinate staff. He further alleged that his services were terminated in violation of Section 25-F of the I.D. Act, 1947 and the said termination is in operative in the eyes of law. He, thus claimed reinstatement with full back wages, interest and penalties.
- 3. Claim of the petitioner was contested. The respondent management has taken the stand that the petitioner was appointed on day-to-day basis on the mutually agreed wages and had completed 230 days (detail annexed). It was denied that the petitioner had completed 240 days in the preceding year to his termination. It is further pleaded that the petitioner is not entitled to any retrenchment compensation as the very appointment of the petitioner was void ab initio. It is further pleaded that Section 25-F of the L.D. Act is applicable only to the employees who are validily appointed in the services of the employers and to claim benefits U/s. 25-F the person who claim benefits must establish that he was in the service of the employer having validly appointed. The plea was taken that at the time of initial appointment, the petitioner was overage. Therefore, his engagement in the hank was void ab initio. The judzement 1986 Kerala Law Time page 801 also relied upon. It is further pleaded that the petitioner was given opportunity for interview in the year 1986 and was found 26 years and six months old at the time of initial engagement) and thus the petitioner is not entitled to any benefits provided in the L.D. Act, 1947 and prayed for the dismissal of the reference.
- 4. The management in support of the case produced Shri Des Bandhu as MWI who filed his affidavit Ex. M1 and relied on the documents Ex. M2 the performa filled by the petitioner at the time of his initial appointment. Ix. M3 the certificate, Ex. M4 the circular dated 10-1-1987 laying eligible criteria for the recruitment of the subordinate staft. The

petitioner in support of his case exumined himself as WWI who filed his affidavit Ex. WI in evidence. In cross-examination he has stated that he nad worked for 250 days from 7-12-1982 to 28-8-1984 and was paid for 230 days although he had worked for 250 days. He has also admitted that he never protested for that. He has also admitted that in the year 1986 he appeared for absorption in the subordinate cadie. He could not succeed in the interview on the ground of age. He has given his date of birth as 15-5-1956.

5. I have heard both the parties, gone through the evidence The rep, appearing on behalf of the workman has argued that the petitioner had worked for more than 240 days in the 12 calendar months preceding to his termination and was not served with any notice and not paid any refrenchment compensation and thus the management has violated the provisions of Section 25-F of the LD. Act and prayed for the reinstatement with back wages. On the contrary the rep. appearing on behalf of the management hus argued that the petitioner is not entitled to any benefits U7s. 25-F of the I.D. Act as the petitioner was not validly appointed employee of the State Bank of India as he was overage even at the time of initial engagement. After perusing the record the contention raised on behalf of the workman is meritless. Ex. M3 is the circular of the Respondent man is meritless. Ex. M3 is the circular of the Respondent bank in which eligibility criteria for recruitment for subordinate staff has been given. In the said circular age criteria is 18 to 24 years. Ex. M2 is the performa filled by the petitioner at the time of his mitial engagement in the year 1982 in which he discloses his age as 26 years and six months and date of birth shown as 15-5-1956. In cross-examination also he has admitted that date of birth is 15-5-1956. In 1986 Kerala Law Time page 801 Eranallor Service Co-op. Bank Ltd, Vs. Labour Court and others where it has been held that the person who claim benefits of Section 25-F of held that the person who claim benefits of Section 25-F of the l.D. Act, 1947 shall establish that he is in the service of the employer having been appointed validly. In the present case as discussed above the initial engagement of the petitioner was weef. 7-12-1982. Thus certainly was over age at the time of initial engagement and being overage was not eligible for employment in view of the ratio of the judgement cited above and also not entitled to benefits of Section 25-F of the I.D. Act, 1947 since his inital employ-ment itself was irregular and void ab initio. Not only this as per annexure enclosed alongwith the written statement by the Respondent management, the petitioner has not even shown to be completed 240 days in the 12 calendar months immediately preceding to his termination.

In view of the discussion made in the earlier paras the petitioner is not entitled to any relief whatsoever. The reference is dismissed and returned to the Ministry.

Chandigarh,

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का.आ. 504.—औद्योगिक विवाद ग्रिधिनियम 1947 (1947 का 14) की धारा 17 के ग्रनुसरण में केन्द्रीय सरकार सेंट्रल बैंक ऑफ इंखिया के प्रबंधतंत्र के संबद्ध नियो- जकों और उनके कर्मकारों के बीच ग्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ग्रिधिकरण नं. 2, मुम्बई के पंचपट को प्रकाणित करती है जो केन्द्रीय सरकार को 16-2-1993 को प्राप्त हुग्रा था।

[संख्या एल-12012/741/87-ई१-2ए] वी. के. वेणुगोपालन, डैस्क ग्रधिकारी

New Delhi, the 18th February, 1993

S.O. 504.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal No. 2, Bombay as shown in the Annexure in the Industrial Dispute between the employers in relation to the management of Central Bank of India and heir workmen,

which was received by the Central Government on 16th lebruary, 1993.

[No. L-12012 \741/87-D2A] V. K. VENUGOPALAN, Desk Officer

ANNEXURE

BEFORE THE CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL NO. 2. BOMBAY

PRESENT:

Shri P. D. Apshankar, Presiding Officer.

Reference No. CGIT-2/40 of 1988

PARTIES:

Employers in relation to the management of Central Bank of India,

AND

Their Workmen.

APPEARANCES:

For the Employers—Mr. P. Gopalakrishnan, Advocate. For the workman—Mr. C. D. Nargolkar, Advocate.

INDUSTRY : Banking. STATE : Maharashtra

Bombay, the 25th January, 1993

AWARD

The Central Government by their order No. L-12012,741/ (27.2.41(A)) gated 1st August, 1988 have referred the following Industrial Dispute to this Tribunal for adjudication under Section 10(1)(d) of the Industrial Disputes Act, 1947.

"Whether the action of the management of Central Bank of India in imposing the penalty of stoppage of 4 increments with future effect in respect of their workman Shri P. G. Vichare, Assit, Casher is justified? If not, to what relief the concerned workman entitled?"

The case of the workman Shri P. G. Vichare as disclosed from the Statement of Claim (Ex. W/2) filed on his behalt by the General Secretary of the Central Bank Employees' Union in short is thus:

The said workman is in the services of the Central Bank of India, Bombay as a Cashier-cum-Godown Keeper. He joined the service in the bank about more than 20 years cack. He had applied for annual leave for 20 days from 17th October, 1977 to 5th November, 1977 which was sanctioned by the bank. Increaster the workman left for Goa with his mother on 16th October, 1977 by a bus belonging to M/s. R.V.A. & Co., Mazgaon, Bombay. He paid Rs. 80 for the two seats bearing Seat Nos. 34 & 35 in that bus to the said company. He stayed at Goa for 19 days, and returned back to Bombay with his mother on 5th November, 1977 by a bus belonging to Quickway Travels by paying a fare of Rs. 82 for two seats. As per the leave fare concession facility available to the workmen of the bank, they are entitled to the reimbursement of the actual travelling expenses. The said workman wanted to avail of the said leave fare concession facility. However, after returning from Goa, he found that he had lost his taket for the journey from Bombay to Goa Hence he approached the said R.V.A. & Co., and requested them to give him the duplicate receipt or to give him some other document stating about his journey from Bombay to Goa on 16th October, 1977. The said company gave him a receipt bearing No. 1033 mentioning therein the bus number as MRL-106, the fare of Rs. 80 and the date of travel as 16th October, 1977, after verifying their record. The workman, thereafter, filled in the necessary forms for the reimbursement of his travelling expenses under the Leave Fare Concession Facility. However about 4 months thereafter he received a notice dated 16th March, 1978 from the bank stating that he had not undertaken the journey as mentioned in his form, that he had made an attempt to cheat the bank by producing the fake and bogus money receipts for Rs. 162 which were managed by him from the transport company, and to show cause why the disciplinary action should not be taken against him. He replied to that notice denying all the

allegations made against him. Thereafter the chargesheet dated 14m June, 1979 was issued to him by the bank management. It was alteged therein that he had not undertaken the journey from Bombay to Goa as mentioned in his form, and had made an attempt to defraud the bank by producing the fake and bogus money receipts for Rs. 162 managed by him from the transport company, and as such he had committed a misconduct as contemptated under para 19.5(j) of the First Bipartite Settlement of 1966. The Chief Officer, Personnel Department of the bank, was appointed as the enquiry officer to conduct the necessary enquiry against him, However the said charge sheet was defective in its contents, and it was issued by the Manager (M.P.D.), and not by the disciplinary authority of the bank, and as such it was issued by the person not authorised to sign it. The appointment of the Chief Personnel Officer of he bank as an Enquiry Officer was not as per the rules and regulations regarding the enquiry. Thereafter the necessary departmental enquiry was conducted against him in April and May, 1980. The main issue involved was whether the workman actually travelled from Bombay to Goa by payment of fares, or not. There is no railway connection between Bombay to Goa, nor is there State Transport facility for the travel between Bombay to Goa, and therefore the bank had appointed entertaining L.F.C. Claims on the basis of the ticket issued by the private travel agency which runs their private buses on Bombay to Goa route. The workman had travelled by private bug for which the booking was done by M./s. R.V.A. & Co., the company not existing at that time. The workman was given the receipt for the journey probably from the false receipt book. However as the workman was interested in going to Goa by any available bus, he was fully unaware of the malpractices of the agent. On return from Goa when he found that he had lost his ticket, he approached the said M./s. R.V.A. & Co. for issuing a duplicate receipt and accordingly that company had issued

2. The union further alleged thus;

After completing the necessary enquiry proceedings, the enquiry officer found him guilty of the said charge. However his findings are not just and proper and are perverse. Thereafter a notice dated 12th September, 1980 was issued by the bank to him to show-cause why he should not be discharged from the bank's services, to which he sent the necessary reply. A hearing was also given by the disciplinary authority. However the disciplinary authority by their order dated 18th February, 1981 passed an order and inflicted the punishment of Stoppage of four future grade increments permanently upon it. Against that order the workman preferred an appeal to the appellate authority. However appellate authority dismissed that appeal, and confirmed the findings of the enquiry officer.

- 3. On 16th December, 1981 the workman produced a letter to the bank management stating that the fresh evidence may be taken in the matter as the Sarpanch of his village in Goa had issued a certificate dated 25th October, 1981 stating that he had stayed in Goa with Shri J. P. Jamdar on 17th and 18th October, 1977. The management did not however take into consideration that letter, Hence the workman moved his union in the matter and the union took up the case to the Assistant Labour Commissioner (Central). As the conciliation proceeding ended in failure, the Central Government made the reference as above. The union further alleged that the procedure of the enquiry was not recorded in the proceedings by the enquiry officer. An important witness by name Shri Vishnu was not allowed to be cross-examined by the management representative. The enquiry held against the said workman is unjust, unfair and illegal. The union, therefore, lastly prayed that this Tribunal should hold the action of the Bank management in the matter as unjust and illegal, and should direct the bank management to release his four grade increments refrospectively with all consequential benefits.
- 4. The Central Bank of India. Bombay, by their Written Statement (Ex. M/3) contested the said claim of the union, and in substance contended thus:
- It is not a fact that the workman had travelled from Bombay to Goa with his mother on 16th October, 1977 by a bus belong to M/s. R.V.A. & Co., or that he stayed at Goa

tor 19 days as alleged by the workman. The workman of the cash is entitled to the reimbursement of the leave travel farc on producing the satisfactory evidence regarding the journey undertaken by him and by producing the necessary genuine receipts in that respect. It is not true that the workman lost his ticket from Bombay to Goa and obtained a duplicate receipt from the M/s. R.V.A. & Co. The said workman had obtained a fake duplicate receipt from the non-recognised transport company, contrary to the bank's regulations, and claimed the reimbursement which constituted a grave misconduct on his part under para 19.5(j) of the Bipartite Settlement. The charge sheet issued to him by the bank was just and proper and was not illegal. The main issue involved in the present case was, whether the workman undertook the journey from Bombay to the Goa with his mother on 16th October, 1977 by recognized transport company's vehicle and produced the necessary receipt regarding the travel fares from the agent of the recognised travel company, or from the recognised travel agent. The workman had not produced such a receipt in this case, it is not true that there is not railway connection, or a recognised transport service from Bombay

report found that the evidence of the workman's witnesses was not reliable, and that the workman's claim was fraudulent. His findings are just and proper, and are not perverse in any way. The workman was then working as a Cashier-cum-Godownkeeper which was the post of honesty and integrity. However by producing the fake and bogus receipt, the workman committed an act prejudicial to the interests of the bank, and committed a gross misconduct. The letter issued by the Sarpanch of Gavrai was produced by the workman before the bank management after the enquiry proceedings were already over, and as such it could not be taken into consideration. When the workman's journey from Bombay to Goa is not established, the question of return journey does not arise, and that issue is incidental and ancillary to the main issue. The agent of the said non-recognised travel company had made an admission voluntarily before the Investigating Offlicer of the bank that the said workman had not travelled by their bus on 16th October, 1977, and that person had made that statement in the presence of the workman, and not in his absence. The punishment imposed upon the workman is not disproportionate to the nature of the charge levelled against the workman. In fact initially the punishment of discharge from service was proposed against the workman. However, on compassionate grounds the matter was reconsidered, and the punishment of stoppage of four increments was imposed upon him. The action of the bank management in question is just, proper, and legal. The bank management therefore lastly prayed that this Tribunal should uphold their action in the matter, and should reject the prayer of the workman.

5. The Issues framed at Ex. 4 are:

- (1) Whether the enquiry held against the workman was not held properly and lawfully and the rules of natural justice were not followed?
- (2) Whether the findings of the Enquiry Officer are bad in law, and are perverse?
- (3) Whether the action of the management of Central Bank of India in imposing the penalty of stoppage of 4 increments with future effect in respect of their workman Shri P. G. Vichare, Asstt. Cashier, is justified?
- (4) If not, to what relief the concerned workman is entitled?
- (5) What Award?
- 6 My findings on the said Issues are:
 - (1) Held properly.
 - (2) No.
 - (3) Yes.
 - (4) Nil.
 - (5) Award as per below

7. Issue No. 1:

The workman Shri P. G. Vichare filed his affidavit (Ex. W/30) in support of his case and he was cross-examined on helial of the bank management. In his cross-examination he stated that he or his defence representative did not make

any statement before the enquiry officer that he was to be examined as a witness in the enquiry proceedings. He further admitted that he did not inform anybody either during the course of the enquiry proceedings or thereafter that the enquiry proceedings held against him were not conducted properly. Shri A. S. Sankar, the Chief Officer of the bank, filed his abidavit (Ex. M/32) in support of the case of the bank management and he was cross-examined on behalf of the workman. According to the said bank's witness, the enquiry held against the workman was held as per the provisions of the first Bipartite Settlement of 1966, and not as per the third Bipartite Settlement which had come into force in 1990. Therefore, as the enquiry was held as per the provisions of the tirst Bipartite Settlement of 1966, I find that the enquiry held against the workman in 1980 and the appointment of the enquiry officer, was just, proper and valid as per the provisions of Bipartite Settlement of 1966.

8. The documentary evidence on record regarding the enquiry proceedings held against the workman is thus, and it snows that the enquiry held against him was quite just and proper and was not detective in any way. A show cause notice dated 16th March, 1988 (Ex. M//) was firstly assued by the bank management to the workman that on investigation it was found that he had not undertaken the journey as mentioned in his torms 'B' and 'D', and that he had made an attempt to cheat the bank by producing the fake and bogus money receipts for Rs. 162 managed by him from the transport company, and as such the workman should give his reasons why the necessary disciplinary action should not be taken against him. The workman by his letter dated 22nd March, 1978 (Ex. M. 8) replied to that show cause notice. Thereafter the necessary chargesheet dated 14th June, 1978 (Ex. M/9) was issued to him by the manager of the bank. In that chargesheet it was mentioned that the abovesaid acts of the workman, if proved would constitute gross-misconduct on his part within the meaning of para 19.5(j) of the Bipartite Settlement. By that chargesheet the workman was informed that he would be allowed to be defended by his representative and that he should produce all oral and documentary evidence before the enquiry officer, and that the defence representative would be allowed to cross-examine the management witness in the coquiry proceedings. The enquiry proceedings are at Ex. 5. It will be seen therefrom that the bank management had examined Shri R. F. Thakur, the officer of the bank who had investigated into the matter regarding validity and legality of the travel ticket, and about the existance or nonexistance of the said transport company, and that witness was cross-examined on behalf of the workman. Two witnesses viz. V. S. Tulsurkar and his K. V. Tulsulkar who had issued a ticket in question to the workman and who were agent of the said R.V.A. & Company were examined on behalf of the workman, and they were cross-examined on behalf of the bank management. After the evidence of these two witnesses was over, the enquiry officer had asked defence representative whether he wanted to produce any more evidence, and he had replied in the negative. After the enquiry officer submitted his report holding the workman guilty of the said charge, a showcause notice dated 12th Seplember, 1980 (Ex. 23) was issued by the Disciplinary Officer to the workman to show cause why he should not be discharged from the bank's services. Thereafter necessary hearing was given to the workman on 1st November, 1980 and 6th December, 1980 regarding the Thereafter the disciplinary authority proposed punishment. passed an order regarding the stoppage of four increments permanently of the workman. Against that order the workman filed his anneal dated 3rd March, 1981 (Ex. 26) to the Appellate Authority, i.e. the Chairman and the Managing Director of the bank. The Appellate Authority by his order dated 27th May, 1981 confirmed the order of the Disciplinary authority and dismissed the Appeal. I, therefore, find that the enquiry held against the workman was held in a just, fair, proper and legal manner was conducted properly and was not defective in any way.

Therefore, the Issue No. 1 is found accordingly.

- 9. The other documentary evidence on record regarding the alleged travelled journey of the workman from Bombay to Goa is thus:
 - Ex. 13 is a copy of the 'B' form dated 12th October, 1977 filled in by the workman stating that he intended to visit Goa, place of his Domicile, with his mother. Thereafter the workman had filled in the sold form (Ex. M/15) stating that he had travelled from Bombay to Goa with his mother and that ticket

number for his Journey from Bombay to Goa was 1033, and the tares of the two passengers were Rs. 80. £x. M/17 18 a copy of the fare receipt dated 16th October, 1977 for Rs. 80. This is the important document in the present case. It may be noted that receipt is only a copy of the original receipt and it is not a receipt.

Further, there is no endorsement on this copy that it is a ifue copy of the original one. No signature of the person who issued n, is bearing on this copy. Further, it is not mentioned m that receipt that the passengers had travelled from Bombay to Goa, or from one place to another place, the name P. G. Vichare is appearing on that receipt. The date of traver is mentioned as 16th October, 1977. However, for the said reasons, this copy of the receipt cannot at all be accepted and believed and cannot be accepted as a genuine one. Ex. 1/-A is a copy of the letter dated 7th December, 1977 issued by K. V. Julsulkar of the travel company. This fetter stated that a receipt was issued earlier that Shri P. G. Vichare had travelled by the bus No. 106 on 16th October, 1977 on the assumption that he had travelled by that bus, but on the verification of the duplicate book it is found that the said person had not travelled on the said day by the said bus, therefore, this letter clearly stated that the workman in question had not travelled by the bus No. 106 of R.V.A & Co. on 16th October, 1977 from Bombay to Goa as alleged by him. It is seen from the enquiry proceedings held by the enquiry officer that abovesaid K. V. Tulsulkar had voluntarily and walingly had issued the said letter dated 7th December, 1977 that the workman Shri Vichare had not in fact travelled on the said day by their bus on 16 October, 1977. Therefore in view of this letter (Ex. 17A) the said copy of the receipt (Ex. M/17) stating the fares of the journey as Rs, 80 cannot at all be believed and accepted. It is true that abovesaid K. V. Tulsulkar had issued a letter dated 16th October, 1977 (Ex. M/20) that Shri P. G. Vichare, i.e., the workman had travelltd by their bus on 16th October, 1977. However, as Shri K. V. Tulsulkar again issued the letter dated 7th December, 1977 (Fx. 17-A) that the fure receipt was wrongly issued to the workman and that the said person had not in fact travelled by their bus on 16th October, 1977, the letter that the workman Shri Vichare had travelled on 16th October, 1977 cannot at all be believed and accepted. The Deputy Chief Officer of the bank had asked the Chief Officer of the Vigilance Department viz. Shri Thakur to investigate regarding the genuineness of the travelling company by name M/s. R.V.A. & Co. and about the record in question. The said vigilance officer of the bank Shri Thakur made his investigation in the matter and submitted his report (Ex. M/19). According to him, the said alleged M/s, R.V.A. & Co. was not registered with the Regional Transport Authority, and that the receipt dated 16th October, 1977 produced by the workman was a fake and bogus, and that the said workman had not in fact travelled by any bus from Bombay to Goa on the said day,

10. The findings of the enquiry officer are at Ex. 2A. It is seen therefrom that during the enquiry proceedings, the union had raised certain two technical objections, According to the workman, the enquiry afficer was not appointed by the Disciplinary Authority, and as such his appointment was not just, proper and legal. The management's representative had pointed out that the enquiry was being conducted as per the provisions of the flust Bipartite Settlement of 1966. and as such that appointment was just and proper. The other objection raised by the workman was that the charge was regarding the alleged travel of the workman from Bombay to Goa and there was no charge regarding his return journey from Goa to Bombay. This objection was also replied by the management representative stating that the other issue would arise only if it is proved that the workman had in fact travelled from Bombay to Goa. It is seen from the report of the enquiry officer (Ex. 2A) that he had properly taken into consideration the said points raised on behalf of the work-According to the workman, the findings man. are not just and p the findings can be officer enquiry proper, Now. considered perverse. as just and proper in case they are based upon the oral and documentary evidence before the enquiry officer, and the conclusions arrived at by him are such to which any reasonable prodent person would have arrived at. I find that the findings of the enquiry officer in question are quite just and proper, and are not perverse in any way. He properly taken into consideration the evidence of the management witness, i.e. the

Vigilance Officer Shii Thakur, and of the two witnesses examined on behalf of the workman viz. Shri V. S. Tulsulkar, and his son Shri K. V. Tulsulkar. The findings are not perverse on the ground that they are incorrect. Even if a different conclusion would be arrived at on the basis of the evidence on record, it cannot be said that on that ground, the findings of the enquiry officer are perverse. The enquiry officer had taken into consideration the said travel receipt and the other two letters issued by Shri Tulsulkar regarding the journey of non-journey of the workman Shri Vichare from Bombay to Goa, and then concluded that the said ticket dated 16th October, 1977 (Ex. 17) is a fake and bogus document, and that the workman had not in fact travelled from Bombay to Goa and had attempted to obtain wrongful pecuniary claim to himself which amounted to gross-misconduct on his part in terms of para 19.5(j) of the Bipartite Settlement of 1966. The Vigilance officer of the bank had also found that M/s. R.V.A. & Co. had no travelling business and that the said ticket was a bogus one. Even if the return journey and the return ticket are not discussed by the enquiry officer in his enquiry report, as the workman had produced a fake and bogus ticket for his alleged travel from Bombay to Goa, he had thereby committed the gross-misconduct, as above.

11. The workman has produced the certificate dated 25th October, 1981 issued by the Sarpanch of the Gram Panchayat Gavrai, Taluka Kudal, that Shri Vichare, i.e. the workman in question had visited Gavrai on 17th & 18th October, 1977. It may be noted that this is not original certificate, but it is only a copy of the certificate. Further there is no endorsement on that copy that it is a true copy of the original one. Further, the Sarpanch Shri Shirodkar who issued that certificate, was not examined as a witness either before the enoury officer or before the Tribunal. As such no reliance at all can be placed upon the said certificate. Further according to the workman, after leaving Bombay on 16th October, 1977, he had gone to Goa. However the said certificate states that the workman had come to Gavrai, and as such, not to Goand hence this certificate cannot be believed. It may further be noted that the workman produced the copy of the said certificate dated 25th October, 1981 before the bank management after the enquiry proceedings were over, and after the final order regarding his punishment was passed, and as such it could not be considered by the enquiry officer or by the disciplinary authority, and for the said reasons it cannot also be considered by this Tribunal. Therefore the workman's case that he had visited Goa with his mother on 17th October, 1977 cannot at all be believed, and that his case that he had travelled by the said bus and was issued the said receipt dated 16th October, 1977 (Fx. 17) cannot at all be believed and accepted.

12. According to the workman, there is no railway line between Bombay to Goa. However, as this Tribunal visits Goa often and again for the purpose of the court work, as indicial notice can be taken that there is the railway connection between Bombay to Miraj and from Miraj to Goa and that this railway service is in existance since long, and it was in existance even at the time of the travel in question. The workman is entitled to claim the reimbursement of the travelling fares, only if he produces the satisfactory evidence before the management regarding his actual travel and about the genuiness of the ticket on the strength of which he had undergone the journey. In the present case the workman had failed to produce said evidence and on the contrary had produced a fake and bogus receipt regarding the alleged travel. I therefore, find that the findings of the enquiry officer are quite inst and proper based upon the oral and documentary evidence then placed before him are not perverse in any way.

Issue No. 2 is therefore found in the negative.

13. Therefore the action of the bank management in imposing the penalty of stoppage of 41 increments upon the workman is quite just, proper and legal. The workman was then holding a post of Cashier-cum-Godown keeper which needed accute honesty and integrity on his part. In fact firstly the workman was proposed to be discharged from the bank's services. However the bank management took a lenient view, and imposed a punishment only of stopping of 4 increments upon him. Therefore the action of the bank management in question is quite just, proper and legal.

Issue No. 3 is therefore found in the affirmative,

14. As such the workman is entitled to no relief. The following Award is, therefore, passed.

AWARD

The action of the management of Central Bank of India in imposing the penalty of stoppage of 4 increments with future effect in respect of their workman Shri P. G. Vichare, Assit. Cashier, is just, proper and legal.

The parties to bear their own costs of this reference.

P. D. APSHANKAR, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. श्रा. 505.— आंद्योगिक विवाद ग्रिधिनियम 1947 (1947 का 14) की धारा 17 के ग्रनुसरण में केन्द्रीय सरकार केनरा वैंक के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच ग्रनुबंध में निर्दिष्ट आंद्योगिक विवाद में केन्द्रीय सरकार आंद्योगिक ग्रिधिकरण चंडीगढ़ के पंचपट को प्रकाणित करती है जो केन्द्रीय सरकार को 16-2-1993 को प्राप्त हुआ था।

[संख्या एल-12012/15/87-डी-2(ए)] वी. के. वेणगोपालन, डैस्क अधिकारी

New Delhi, the 18th February, 1993

S.O. 505.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Chandigarh as shown in the Annexure in the industrial dispute between the employers in relation to the management of Canara Bank and their workmen, which was received by the Central Government on 16-2-1993.

[No. L-12012/15/87-DHA.] V. K. VENUGOPALAN, Desk Officer

ANNEXURE

BFFORE SHRI ARVIND KUMAR, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, CHANDIGARH

Case No. I D. 135/89

Mahesh Kumar

Versus

Canara Bank.

For the workman-Shri M. L. Basoor.

For the management-Shri Ashok Jagga.

AWARD

Central Government vide Gazette Notification No. L-12012|15|87--D2(A) dated 18th August, 1989 issued U|S 10(1)(d) of the I.D. Act, 1947 referred the following dispute to this Tribunal for adudication;

"Whether the action of the management of Canara Bank in terminating the services of Shri Mahesh Kumar is justified? If not, to what relief is the workman entitled?"

2. In the statement of claim it has been alleged that he joined the Lakshmi Commercial Bank (L.C.B.) on 17-1-1977 as clerk-cum-cashier and drawing Rs. 1750 P.M. as salary. The said bank was amalgamated with Canara Bank on 24-8-1985. He resigned from service on 23-9-1985 under the scheme of the Bank regarding amalgamation and was continued working till withdrawal of his resignation on 14-10-1985 as he has given his resignation due to some misconception. It is further pleaded that inspite of the withdrawal of his resignation he was relieved on 10-12 1985 and thus amounts to termination. It is further alleged that he filed an appeal dated 25-7-1986 and then on 19-11-1986 but

no reply was received. It was pleaded that no retrenchment compensation was given to him and thus the management has violated the provisions of Section 25-F of the I.D. Act. It is further pleaded that resplt. management has violated the provisions of Section 25-G and H of the I.D. Act, 1947. It is further alleged that even after 10-12-1985 he was sent on training on 7-5-1986 and was consoidered service up to /-5-1986. He has also pleaded that it is settled that resignation can be withdrawan before it was accepted and play for reinstatement in service with full back wages with interest.

3. Claim of the petitioner was contested and it was pleaded that the L.C.B. was amalgamated with Canara Bank on 24-8-1985 and the cut-off date was 27-4-1985. It is further pleaded that opportunity was also given to the employees of the L.C.B. not to become employees of the mansferee Canara Bank and in terms of the said scheme of amalgamation the bank has issued circular 23/85 dated 3-8-1985 giving an opportunity to LCB employees to exercise option if they wish not to continue in the services of Canara Bank. It is in that context the petitioner gave his option voluntarily not to continue in the services of the transferee Canara Bank vide letter dated 23-9-1985. Subsequently on 14-10-1985 he sought for withdrawal of option earlier exercised and requested for continuation of his services in Canara Bank, His request was not considered favourably and he was relieved on 10-12-1985 in-absentia by the branch. It is further pleaded that under the scheme of amalgamation acceptance or otherwise of the option is not contemplated and the option not to continue in the service of the bank is a feature peculiar to amalgamation and can not be equivated with It is further pleaded that once the option is resignation. exercised not to continue the same, is irrevocable unlike the case of resignation which can be withdrawan before the acceptance. In the case of option no such revocation can be permissted and stress has been laid that the option not to continue become effective from the date it was derivered to the Canara Bank. Other contention raised by the petitioner the claim statement are denied. It was also submitted that transfer orders were issued due to oversight, and has referred the decision of the Central Government Industral Tribunal-cum-Labour Court Delhi in I.D. 66/87 Jagdishwar Shukla versus the Canara Bank and prayed for the dismissal of the reference.

4. Replication was also filed reasserting the claim made in the claim statement.

5. The petitioner in support of his case examined himself as MW1 and led his affidavit Ex. W1 and also reised on the documents Ex. W2 to W8 and Fx. W9. The respdt. management produced Shri P. Amrit Raj Manager Canara Bank who produced himself as MW1 and filed his affidavit Ex. M2 and also relied on the document Ex. M3 and the workman also got proved the documents Ex. W10 to W12.

I have heard both the parties and gone through the evidence and record of the care. Learned counsel appearing on behalf of the workman has argued that the option Ex. M1 given by the petitioner for not continuing with the respdt was withdrawn by him vide Ex. W4 on 14 10-1985 much prior to the acceptance which was done on 10-12-1985 vide Ex. W5 and thus option dated 23-9-1985 Ex. M1 for not continuing with the respot, management is no resigna-tion in the eye of law. Counsel for the respot, management has referred the provisions of amalgamation scheme Ex. M3 and has argued that in the scheme of amalgamation, the moment the option is given not to continue in the service of the bank the same is irrevokable and ther is no question of the bank refusing the same and has argued that there is no provisions in the scheme of amalgamation to withdraw the option. Contention raised by the counsel for the management is meritless. The amalgamation scheme Fx. M3 has been perused. There is no doubt that in proviso clause of para 10 of the said scheme the option has been given to the employees for giving their attention of not becoming the employees of the transferee bank (Canara Bank) and the time limit has also been stipulated but the same does not deal with what will happen if such attention is retrected. The said scheme is not comprehensive scheme and also not exausted. Since there was an amalgamation of Lakshmi Commercial Bank with Canara Bank Scheme was drafted. Certainly it does not deal with the cases of those persons

who have opted their option first not to continue and then withdrawing such option prior to the acceptance. The provisions of the said scheme was certainly not comprehensive as stated above. Thus case of the petitioner shall fall under the general law. The admitted position is that the petitioner had withdrawn his option not to continue on 14-10-1985 vide Ex. W4 and even after withdrawal of the option he was allowed to work with the Respdt, bank till he was relieved on 10-12-1985 vide Ex. W5. Therefore, withdrawal of the resignation was made much prior, it was accepted and thus considered to be continued in the accepted and thus considered to be continued in the acryices of the respdt. Bank. I am also supported with the views of the Hon'ble Supreme Court in 1989 Indian Factory Journal (74) page 456 Punab National Bank vs. P. K. Mittal, AIR, 1987 S.C. page 354 Bal Ram Gupta vs. Union of India and 1989(1) L.L.J. page 290 Anal Kumar Vs. Food Corporation of India.

The Respdt, management has referred the Award passed by the CGIT Delhi in I.D. No. 66/87 Jagdish Shukla Vs. Canara Bank is no help to them. The reasons that the said award is not binding on this Court and secondly facts in that case were entirely different from the present case. In the said case resignation of the workman was accepted much prior to the withdrawal of the resignation by the said workman.

In view of the discussion made in the earlier paras, the removal of the petitioner after the withdrawal of the resignation before its acceptance is certainly bad in the eyes of law. The petitioner is reinstated with continuity of service with all the consequental benefits,

With regard to the claim of back wages neither in the pleadings nor in the evidence the petitioner has claimed that he remained unemployed after the termination. The present reference was made on 10-8-1989 although the termination of the petitioner was effected on 10-12-1985, it can not be held that he remained unemployed during this period. Therefore, so far the claim of back wages is concerned the petitioner is entitled to the backwages from the date of the reference i.e. w.e.f. 10-8-1989 onward.

Chandigarh. 17-11-92.

Sd/-

ARVIND KUMAR, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का.ग्रा. 506.—औद्योगिक विवाद ग्रिधिनियम 1947 (1947 का 14) की धारा 17 के ग्रनुसरण में केन्द्रीय सरकार ओरीयण्टल बैंक ऑफ कामर्स के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच ग्रनुबंध में निर्विष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ग्रिधिकरण कानपुर के पंचपट को प्रकाणित करती है जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुआ था।

[संख्या एल-12012/44/I/92-छी-2(ए)] वी. के. वेणुगोपालन डैस्क अधिकारी

New Delhi, the 18th February, 1993

S.O. 506.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure in the industrial dispute between the employers in relation to the management of Oriental Bank of Commerce and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-12012/44/I/87-DIVA.]
V. K. VENUGOPALAN, Deck Officer

ANNEXURE

BEFORE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANTUR Industrial Dispute No. 140 of 1987

In the matter of dispute between:

Shri P. N. Tewari, General Secretary, U.P. Bank Employees' Union, 165, Suhbatiabagh, Allahabad-211001.

AND

The Chief Manager (Per.), Oriental Bank of Commerce, Harsha Bhawau, E-Block, Connaught Place, New Delhi-110001.

AWARD

- 1. The Central Government, Ministry of Labour, vide its notification No. L-12012/44/1/87-D.IV(A) dated 21-9-1987, has referred the following dispute for adudication to this Tribunal:
 - "Wnether the action of the management of Oriental Bank of Commerce in dismissing Shri Sushil Kumar Sharma, Special Assistant Saharanpur Branch w.e.f 4-2-86 is ustified? If not, to what relief is the workman entitled?"
- 2. The industrial dispute on behalf of the workman has been raised by the General Secretary of U.P. Bank Employees Union, Allahabad, The case of the Union in short is that the workman was appointed as a clerk in the Oriental Bank of Commerce at its Saharanpur Branch on 13-5-69 and after putting in 3 years of satisfactory service in the bank he was promoted as Special Assistant. He was the office bearer of the Union at the time of raising the present dispute besides the Organising Secretary of the Orientel Bank Staff Association U.P. and member Central Committee of the All India Oriental Bank Employees Federation. Because of his trade union activity the management wanted to get rid off him. In persuance of it, the management served the workman with two chargesheets, one dated 1-3-84 and the second dated 17-5-85 despite the fact that none of the charges amounted to misconduct nor can be termed as charges within the meaning of modified bank Award. Exparte inquire was held against the workman by the Enquiry Officer Sri S. N. Bhatnagar, who gave his reports one dated 29-11-85, copy Ext. M. 43, and the other dated nil copy Ext. M58 holding the charges of the two chargesheets as proved. The A.G.M. (P) who happened to be the disciplinary authority agreeing with the findings of the E.O. issued a notice dated 10-12-85, copy Ext. M-78, to the workman to show cause why he should not no dismissed from service without notice under para 19.6% of the Pipartite Settlement. After considering the written submissions made by the workman the disciplinary authority by means of his order dated 4-2-86. copy Ext M-83, confirmed the notice and dismissed the workman from service without notice. Against the order of punishment the workman filed an appeal dt 15-3-86, copy Ext. M-84, which was however rejected by the appellate authority and intimation in this regard was given to the workman by the Deputy General Manager (P), by means of his letter dt. 9-10-86 copy Ext. M-85.
- 3. The Union has challenged the order of punishment on a number of grounds. Firstly, it has been alleged that the charges did not amount to misconduct as specified in the modified Bank Award; secondly, the inquiry was not conducted fairly and properly; the findings given by the E.O. are not based on legal evidence and fourthly that the number ment awarded is highly exercise. The Union has, therefore, prayed for a declaration that the order of punishment be held as illegal and void and further prayed for his reinstatement with full back wages.
- 4. The management admit this much that the workman who was appointed in the bank as clerk was later on promoted as Special Assistant. According to the management the first chargesheet was dated 24-8-84 and not dt 1.3-84. The management admits the date of second chargesheet. The management also admit that on the basis of domestic 491 G1/93—19

inquiry the disciplinary autho, ity dismissed the workman w.e.f. 4-2-86 and that the appeal preferred by him was also rejected by the appelalte authority. The management deny that the charges levelled against the workman did not amount to misconduct as alleged by the Union. According to the management the inquiry was conducted fairly and properly and in case it is held by the Tribunal that it was not conducted fairly and properly, then an opportunity be given to the management to substantiate the charges before the Tribunal by leading evidence. The management further plead that the findings were correctly recorded and that there is no force in the plea raised by the Union that the punishment awarded is highly excessive. In the circumstances, the Union/workman is enitted to no relief.

5. In this case on 3-5-89, the following preliminary insur-was framed in the case:—

Whether the inquiry was not conducted fairly and properly in accordance with the principles of Natural Justice?

This issue was treated as not prossed vide order dt. 12:10-90 on the submissions made by Sri R. C. Gupta, the then suthorized representative for the workman. The order of punithment has been challenged by the Union on the following two grounds:—

- 1. That the charges do not constitute gross misconduct within the meaning of pra 19.5 or minor misconduct within the meaning of para 19.7 of the First Bipartite Settlement;
- 2. That the findings given by the E.O. and accepted by the disciplinary authority and the appellate authority are not based on evidence.
- 6. Ext. 92 is the copy of chargesheet dt. 24-8-84. The relevant portion of the chargesheet road as under :--
 - (i) You got discounted on 5-1-83 a withdrawal form for Rs. 5,000 and on 15-3-83 a withdrawal form for Rs. 7.103 from the Manager, Kota Village branch on the plea or urgent need of money.
 - (ii) While you were deputed to officiate as Manager at Kota Village Branch on 16-3-83 you discounted n withdrawal form for Rs, 2,000 in your favour.

Your acts in discounting withdrawal forms either through Manager or vourself are contrary to the instructions issued the Head Office Circular No. 79/47 of 15-11-79 issued by the Inspection and Control Department.

- 2. It is also reported that you got the above withdrawal form discounted without having sufficient funds to meet the same. Your action, as such, tentamounts to obtention of credit by fraudulent means.
- 3. It is also reported that after getting the withdrawal form for Rs. 5.000 discounted on 5-1-83 you took the withdrawal slip alorgwith the relevant DD Collection Schedule personally to Saharanpur Branch for sending the payment. But the said DD was detained at Saharanpur branch unauthorisedly for a long period. Similarly the other two DDs were detained unauthorisedly at Saharanpur Branch.
 - Your acts of ommission and commission and misuse of the position as officiating Manager as above are considered acts prejudicial to the interests of the bank which constitutes gross misconduct on your part under para 19.5(j) of the Bipartite Settlement dt, 19-10-66.

In so far as the first chargesheet is concerned reliance has been placed by Sri Tara Chand, the authorised representative for the workman on the ruling in the case of Gopal Krishna Probin Versis Central Bank 1991 Current Labour Reports 532 (Versla). I have gone through the above ruling and find that it is distinguishable on facts. With regard to charge No. 2 it was held by the Hon'ble Judge that transaction referred to in the charge brought about only a rela-

onship of banker and customer. Charge no. 2 read as ader:—

for having issued a cheque bearing no. 937996 dated 25-8-82 for R₅. 2500 in his overdraft account and another cheque bearing no. 488309 dated 18-10-82 for R₅. 75,000 drawn on the same overdraft account without required drawing power and hence returned unpaid & a withdrawal for R₅. 15,000 in his HSS account without maintaining ufficient balance and hence returned unpaid.

from the charge it will appear that it does not bear any esumblance of the charges levelled by the management of briental Bank of Commerce against the workman by means if the first chargesheet. The charge sheet against the workman referred to an abuse to the facility of discounting given by the bank to its employees, whereas the case before the Ion'ble High Court of Kerala referred to a case where an imployee had been given a facility of overdraft. Naturally n the circumstances in the case before the Hon'ble High court of Kerala, the case was one of relationship of a banker, There is nothing in the jujugment of the and customer, Ton'ble High Court of Kerula to show that such a facility was given by the Central Bunk to all its employees. There a no denying the fact that the facility of discounting on he other hand is available to the member in general it is evailable only a certain class of its employees and this fact ias not been disputed before me during the course of argunents from the side of the Union workman. If the facility of liscounting is allowed to be misutilised by a member who claims o be an active Union Office Bearer, the other em-ployees would follow suit forcing the management to withdraw the facility. The result would be that genuine employees of the bank would suffer and it might result in agitation on the part of the employees of the bank creating industrial unrest which will not be in the interest of the smooth working of the bank. Looking to all this aspect it cannot be said that where such a facility is misutilised it will not amount to an act Prejudicial to the interest of the Bank within the meaning of para 19.5(j) of the First Bipartite Sottlement. Therefore, so far as the first chargesheet concerned I find little force in the arguments advanced on behalf of the workman/Union that the charges contained in the first chargesheet do not constitute misconduct within the meaning of para 19.5(j) of the First Biparatie Settle-

7. In respect of the second chargesheet reliance has been placed on behalf of the workman on the ruling in the case of A. L. Kulra Versus The Project and Hauipment Corporation of India Limited 1984 Lab. IC 96! (SC). I have gone through this ruling carefully and find that it is distingiushable on facts. Sri Kalra was said to have taken a loan from the Corporation for purchasing a plot of land but even after of the drawal of the loan amount he did not buy it within the prescribed time limit nor refunded the amount of the loan despite repeated reminders from the management. So his salary for the month of November, 1979 was withheld for adjustment against the amount of loan taken by him with interest. The Corporation has framed Rules known as House Building Advance (Grant and Recovery) Rules, The charge against Sri Kalra was with regard to alleged violation of Rule 10(1)(c)(iii) of the said Rules. He was said to have committed misconduct under Rule 4(1) and (iii) and Rule 5(5) of P.E.C. Employees (Conduct and Discipline Appeal) Rules. In para 21 of the judgment it was observed by the Hon'ble S.C. that Rule 4 bears the heading General. It is vague, and it does not specify misconduct. Rule 25 prescribed penalties for misconduct. At page 970 it was observed by their Lordship

the Rules for granting an advance themselves provided a consequence of the breach of condition it would be idle to go in search of any other consequences by initiating any disciplinary action in that behalf unless the 1975 Rules specifically incorporate a rule that the breach of House Building Advance Rules would by itself constitute a misconduct. It was held that Rule 4(1)(i) is not attracted and so far as Rule (1) (iii) is concerned their Lordships failed to see how an advance not refunded in time

where it was covered by withholding the salary of a highly placed officer discloses a conduct unbecoming of a public servant. Consequently the first head of the charge did not constitute misconduct Second charge was on the point of conveyance advance taken by Sri Kalra.

So far as the present case is concerned the charge is different. Further no specific Rules like House Building Advance (Grant and Recovery) Rules framed by the Corporation has been brought to my notice by Sri Tara Chand, the authorised representative for the workman/Union. I support my view that it constitute misconduct within the meaning of para 19.5(j) of the First Bipartite Settlement on the grounds similar to those referred to by me in respect of the charge contained in the first chargesheet.

- 8. From the side of the Union reliance was placed on the letter of sanction dt. 5-4-77 copy Ext, M.58 laying down in the conditions for an advance of loan for the purchase of a property. I fail to understand how this document is of any help to the workman. The said letter refers to the security to be given by a workman, rate of interest and the The said letter refers to condition of loan. One such condition is that the loance will be required to give a letter of authority to the bank that in the event a loan remaining unadjusted the bank will be entitled to appropriate the security deposit of the employee gratuity and other dues towards adjustment of the loan. This simply refers as to how an unadjusted amount of the loan would be realised and nothing beyond that. charge against the workman was about his having parled with the security and having utilised the sale proceeds unauthorisedly for 29 months at concessional rate of interest Thus on the charge contained in the second chargesheet I find no force in the arguments advanced on behalf of the Union.
- 9. The second point pressed on behalf of the workman is that the findings given on the charges contained in the two chargesheets are perverse, they do not find support from the evidence on record. Let us examine the charges of the two chargesheets.
 - 10. Chargesheet dt. 24-8-84.

Ext. M.92 is the copy of chargesheet and Ext. M.2 and Ext. M-10 are copies of letter by way of reply to the chargesheet from the workman. Ext. M-43, is the copy of inquiry report dt. 29-11-85. The inquiry officer has held the charges as proved.

11. I would like to refer to Ext. M-10, copy of letter dt. 26-4-85 from the workman to the inquiry officer. In it he admitted the discounting of cheques in anticipation of his payments and according to him he was hopeful that payments due would be received before the cheques were presented, but payments were not received as per schedule. It was because of it that discounted cheques reamined unpaid. Thus the first two charges of the first chargesheet stand proved by his own admission. However, so far charges no. 3 is concerned I find that it does not stand proved. The Enquiry Officer has simply observed on this point that as the workman had himself admitted that the discounted cheques had remained unpaid and the cheques were paid with interest, the charge no. 3 stood proved. The charge no. 3 is to the effect that after getting a withdrawal form for Rs. 5000 discounted on 5-1-83, the workman had taken the withdrawal slip alongwith the relevant DD collection Schedule personally to Saharanpur Branch for sending the payments, But the said D.D. detuned at Saharanpur branch unauthorisedly for long and similarly the other two DDs were detained unauthorisely at Saharanpur Branch, It is even ad n'est to See Arora, the authorised representative for the management that no witness was examined from the management's side in the enquiry, Thus, there is no evidence of workman's having taken himself withdrawal stips alorgwith relevant DD Collection Schedule. Hence, so far as charge no. 3 is concerned I hold that the management failed to prove the charge. The other two charges however stand fully proved not only by workman's own reply dt. 26-4-85 but also from other documents produced at the inquiry.

12. Chargesheet dt. 17-5-85:

Ext. M.35 is the conv of said chargesheet, ext. M 37 is the copy of reply dt. 3-9-85 of the chargesheet and ext. M.57 is the copy of inquiry report dated nil.

- 13. I have gone through the inquiry report and find that the findings given by the E.O. regarding charge having been proved against the workman is fully based on evidence. Even in his reply dt. 3-9-85, the workman admitted that house purchased by him with the loan amount had been sold by him. According to him the sale proceeds were deposited by him in the housing loan account. That assertion was however, not correct. The documents produced at the inquiry fully proved that the Housing Loan Account was adjusted on 17-8-83. The charge also stand proved from the facts stated by the workman in his application for summoning of documents from the management filed on 19-2-90. It refers to the events leading to the present chargesheet borrowing of loan of Rs. 45250, scale of house on 10-3-81 and complete payment of loan on 17-8-83.
- 14. The result is that but for charge no. 3 of the first chargesheet all the charges of the two chargesheets fully stand proved and that it cannat be said by any stretch of immagination that the findings are not based on evidence.
- 15. Now I come to the question of quantem of punishment. It has been argued from the said of the workman by Sri Tara Chand Gupta that considering the nature of the charges, the punishment awarded to the workman is highly disproportionate and excessive. On this the workman has examined himself and summoned some of the documents from the management by means of his application dt. nil filed on 19-2-90, Copies of documents pertaining to accounts of S/Sri A. K. Puri, Nirmal Singh and Dharampal Singh summoned by the workman were filed by the management; copies of extracts from inspection note dt. 13-5-83 and 22-6--83, on account of inability of the management to file the same, were filed by the workman himself and they were admitted by Sri Jagat Arora, the auth. representative for the management as well be evident from the ordersheet dt. 13-3-91.
- 16. The contention of the workman is that the above named three employees of the bank also got discounted cheques but no action was taken against them by the bank. The facts which have appeared in the cross examination of the workman go to show that it is not the case with them. About Sri A. K. Puri, about whom he had said that he had discounted the cheque for Rs. 35000, the workman has admitted in his cross examination that Srl Puri had over draft facility from the bank. About Sri Nirmal Singh, who, according to the workman had discounted a cheque for Rs. 9000. The workman says in his cross examination that Sri Nirmal Singh had not acually discounted the cheque of that amount. In fact M/s. Bhartiya Electronics had issued a cheque favour of Sri Nirmal Singh for Rs. 9000 and the said cheque when deposited by Sri Nirmal Singh in his account was dishonoured About Sri Dharam Pal Singh, the workman says that he had discounted two cheques one for Rs. 10,000 and the other for Rs. 5,000. The workman expressed his ignorance when it was suggested to him that delay in realisation. when it was suggested to him that delay in realisation from 28-10-83 to 21-12-83 had been due to the cheques being out stations cheques and delay caused in postal channels. Thus the workman is not sure whether the delay took place due to delay in post or not. Even from the following lines appearing at page 33 of the written arguments filed by the workman it will be evident that it was not a case of discounting of cheques by Dharam Pal Singh himself who was simply a clerk in Muzzafarnagar Branch :-
 - In this case, Mr. Dharampal Singh had not discounted two cheques drawn on B/O Meerut Cantt. on 28-10-83, one for Rs. 10,000 and another for Rs. 500 as evidenced from Muzaffarnagar Branch D.D. Register (document no. 9 filed by the bank on 22-11-90. These two cheques alongwith the forwarding schedule (document no. 10) were kept with the branch till 22-12-83, when Mr. Singh himself took these two cheques to B/O Meerut Account and got these cheques cleared by himself if deposing Rs. 150000 in the account of the party from whom he had obtained these two cheques.

From the side of the workman reliance has been placed on the following lines appearing in the copy of the inspection report dated 13-5-83—

It has been observed that since the last inspection 35 staff cheques withdrawals of the tune of Rs. 1.64 lacs were discounted. In some case such DDs were

realised after a considerable time. You are advised to minimise it and allow the D.D. to the staff only as aspecial case.

It cannot be called a complete report. It is silent on the point as to what action had been taken in cases where there had been a considerable delay in realisation of the amounts. It is also silent on the point that the employees who had discounted cheques had not sufficient amounts in their accounts at the time of discounting. Therefore, this is not sufficient for the purposes of comparision with the case of the workman. Even otherwise it does not mean that if no action had been taken in the past action cannot be taken against the defaulters in future.

- 17. Discounting of three drawals one after the other during a span of 2-1/2 months by the workman when he had sufficient funds in his account, parting of security by selling the house mortagaged on 10-3-81 without the permission of the Head Office which had sanctioned the loan and utilisation of the sale proceeds as the nominal rate of interest of 2 per ecut per annum till 17-8-83, constitute serious misconduct specially when such acts of misconducts are committed by an employee who claims to be the Assistance General Secretary of the who claims to be the Assistance General Secretary of the Union Organising Secretady of Oriental Bank of Commerce Staff Association U.P. and Member of Central Committee of All India Oriential Bank Employees Federation coupled with holding of the post of Special Assistant. It should not by lost sight of that some how of the other he managed to get back the title deeds of the house purchased by him with the housing loan from the Senior Manager, Saharanpur Branch without obtaining any permission for the same from the Head Office which had actually granted the Housing Loan to the workman. How the Senior Manger securimbed to his pressure or influence remains a notary. Authough the to his pressure or influence remains a notary. Authough the inquiry on both the charges proceeded exparte against the workman, the management did not try to examine the Senior Manager, during the course of inquiry in order to show how he had parted with the title deeds of the house which had been deposited by the workman with him by way of security. During the course of arguments, Sri Jagat Argus the auth temperature for the management could not Arora the auth, representative for the management could not tell the Tribunal as to what action has been taken by tho management against the then Senior Manager of the Saharanpur Branch. It seems to be that in all probability due to his having occupied a still further senior position in the management, he was not touched at all. The management of the bank ought to have proceeded against him also and punished him for the serious lapse committed by him parting with the valuable security. I am surprised that no charge in this regard was framed by the management for reasons best known to the management against the workmen. Such discrimination on the part of the management leaving high ups lowers the morale of junior employees of the industries who are sure feel that they are discriminated when it comes to taking up disciplinary action against high ups.
- 18. However, while awarding punishment for the above acts of misconducts which falls under para 19.5(j) of the First Bipartite Settlement we will have to keep it in mind that the amounts for which withdrawals were discounted were paid by the workman with interest and similarly the entire amount of the housing loan with interest was paid by the workman by 17-8-83. Thus there was no intention to defraud the bank although it was a malasse on the part of the workman to have discounted withdrawals at a time when he had no sufficient balance to his credit in his account, to have sold the property without getting permission for the same from the Head Office and to have utilised the sale proceeds of the house sold by him at a very concessional rate of interest, Therefore, in my considered view the punishment of dismissal from service awarded to the workman cannot be held as justified as it was guite excessive and disproportionate. Therefore, it is a flt case where the Tribunal can interefere with the order of punishment awarded to the workman by the bank under section 11-A of the Industrial Disputes Act, 1947. I, therefore, set aside the order of punishmnt of dismissal dt. 4-2-86 from service awarded to the workman and I am the view, that it would meet the ends of justice if the workman is awarded the following punishment:-
 - Withholding of two annual increment permanently in respect of two charges of the first chargesheet;

- Withholding of two annual increments permanently in respect of the second chargesheet dt. 17-5-85; and
- 3. Withholding of 25 per cent of his back wages.

Accordingly the order of punishment dt. 4-2-86 awarded to the workman by the bank is set aside and the workman is reinstated in service with 75 per cent back wages, in the manner stated herein above i.e. to say that his 4 annual increments are stopped permanently.

- 19. Before parting with the award, I may observe that in case the workman had already reached at the maximum in the pay scale or is going to reach at the maximum after one, two or three increments in that event the management directed to reduce the workman's basic pay in such a manner as it results in stoppage of 4 Increment permaently.
 - 20. Reference is answered accordingly.

ARJAN DEV, Presiding Officer

नई बिल्ली, 18 फरवरी, 1993

काश्या. 507 — औद्योगिक विवाद अधिनियम 1947 (1947 का 14) की धरा 17 के अनुसरण में, केन्द्रीय गण्याण केन्छा है के अधितंत्र केशंबद्ध विधोजकों और उनके अभित्रों के बीच अनुश्रंध में निर्दिष्ट आद्योगिक धिवाद में केन्द्रीय सरकार ओद्योगिक अधिकरण कानपूर के पंचपट को अक्राधित करती है जो केन्द्रीय सरकार की 17-2-1993 को प्राप्त हुआ था।

[संख्या एल-12012/339/88-डी-2(ए)] वी. के. वेणुगोपालन, डैस्क अधिकारी

New Delhi, the 18th February, 1993

S.O. 507.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure in the Industrial Dispute between the employers in relation to the management of Canara Bank and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-12012/339/88-D.II.A] V. K. VENUGOPALAN, Desk Officer

ANNEXURE

BEFORE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 188 of 1988

In the matter of dispute between sri Ramakant Tewari, Co Sri V. N. Sekhari, 74 104, Birhana Road, Kanpur.

AND

The Assistant General Manager. Canara Bank. Marshall House, Hanuman Road, Sansad Marg, New Delhi.

AWARD

- 1. The Central Government, Ministry of Labour vide its Notification No. L-12012/339/88-D.U(A) dated 20-12-88, has referred the following dispute for adjudication to this Tribunal:—
 - Whether the action of the management of Canara Bankin dismissing Sri Rama Kant Tiwari electrof thand Branch of Canara Bank from service is justified? If not to what relief the workman is entitled?

- 2. The workman's case in brief is that he was appointed as a poon in the bank on 28-10-74. On his promotion as clerk he joined Sarnath Branch, Varanasi, on 6-1-79 and lateron came to be posted at Jhansi branch of the bank. He alleges that he was given two charge-sheets one dated 2-4-84 and the second dated 11-4-84. The inquiry officer found him guilty of the charges and the Disciplinary Aumority agreeing with his findings awarded him the punishment of dismissal from service. The appeal dated 20-5-88 was also dismissed by the Appellate Authority.
- 3. The workman has challenged the order of punishment on a number of grounds. According to him the inquiry was not conducted fairly and properly. The E.O. was biased against him. Findings given by the E.O. are perverse as they are not based on evidence. Lastly, he has alleged that the punishment awarded to him is highly excessive. The workman has therefore prayed for his reinstatement with full back wages and all consequential benefits.
- 4. In defence, the management plead that the workman joined the service of the bank as sub-staff on 27th October, 1974, and was promoted as clerk w.e.f. 6-1-79. According to the management the workman served with three chargesheets, one DC:SSW:9991:Workman-7-D-37:84 dt. 2-4-1984, second DC:SSW:9999:W-9-D-37:84 dated 2-4-1984 and third DC:SSW:10685:Workman-12:D-37:84 dated 11-4-1984. In respect of the first chargesheet the workman was awarded the punishment of stoppage of 2 increments with cumulative are extincted in respect of the third chargesheet he was awarded the punishment of dismissal from service. Since, the punishment of dismissal from service. Since, the punishment of dismissal from service was awarded in respect of the third chargesheet, no punishment was awarded to him despite having been found guilty in respect of the second chargesheet. The management deny that the inquiry into the charges suffer from any infirmity as alleged by the workman. Even the punishment awarded to the workman cannot be termed as excessive.
- 5. On 25-9-89, the following preliminary issue was framed in the case—

Whether the departmental inquiry was not conducted fairly and properly?

- On 3-12-92 Km. Minu Soni the authorized representative for the workman under instructions from the workman Sri R. K. Tewari, gave a statement before the Tribunal that the workman did not press the findings nor she challenges the recliminary issue. It was also stated by her on behalf of the workman that she would simply argue on the quantum of sentence and would seek the indulgence of the Tribunal under section 11-A of the Industrial Disputes Act, 1947.
- 6. In view of the above statement made by Km. Soni under the instructions from the workman preliminary issue is treated as not pressed. In view of her further statement that the workman did not challenge the findings of guilt recorded regainst him the only question remains to be decided is whether or not the nunishment awarded to the workman is disproportionate or highly excessive.
- 7. The first chargesheet deted 2-4-84 in respect of which the meishness of the page of two merements of with cummulative effect was said to have been recorded reads as under—
 - A housing loan for Rs. 49200 was sanctioned to you at Sarnath Branch by Advance sanction II Delhi Circle Office, vide their lotter DCA: IIC:2513: HLS: GGA-87 dated 244-82, the nurchase consideration of the land amounting to Rs. 13100 and stamp duty of Rs. 1380 were dishursed to you on 264-82. Subsequent dishursement were made as below—

Date	Amount		
15-5-82	Rs. 14,720		
09-6-82	Rs. 10,000		
09-7-82	Rs. 10,006		

The disbursement of Rs. 10.000 on 9-7-82, was made to you against your letter of the same date stating that the house in complete in all respects thus the entire sanctioned limit of Rs. 49.200 were disbursed to you as on 9-7-82.

- But inspection of the building on 12-1-84 revealed that the construction of the building has not been done as per the plan submitted by you and further and building is incomplete in many respects. It has been found that—
 - (a) Except for the front room rest of the house is mud construction;
 - (b) The front verandah and room measuring about 40 feet × 8 feet is brick construction with RCC roofing;
 - (c) Rest of the house measuring about 40 feet X 30 feet with an open space in the middle for washing purpose is mud construction with tiles roofing;
 - (d) Even though tentire loan including electrification charges was availed no electrification has been done:
 - (e) Cement plastering has not been done;
 - (f) The value of the building is far below the loan amount of Rs. 49,200 availed by you.
- You have thus with ulterior motives made false statements, concealed the true facts while availing the housing loan and misapplied/misused the proceeds of housing loan.
- By your above action in wilfully making false statements you have committed gross misconduct within the meaning of Chapter XI Regulation 3, Clause (a) of the Canara Bank Service Code.
- By your above actions you have caused damage to the property of the bank and thereby committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (j) of the Canara Bank Service Code
- Your above actions being prejudicial to the interests of the bank you have committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (n) of the Canara Bank Service Code.

The third chargesheet dated 11-4-84 in respect of which the punishment of dismissal from service was awarded reads as

- On 30-7-83, Sri Om Prakash Gupta, who is having a LHV account 9/82 at Sarnath Branch, handed over a sum of Rs. 900 to you for depositing m his above loan account. You with fraudulent intentions filled up the pay slip (F998) for a lower amount of Rs. 700 but prepared the counterfoil for Rs. 900. The pay-in-slip for Rs. 700 bears the Cash Received stamp as well as the initials of the cashier, while the counterfoil bearing your initial only and the date stamp of the branch. The entries in the relevant ledgers show that an amount of Rs. 700 was credited to LHV 9/82. You have thus misappropriated a sum of Rs. 200. Futher, on the reverse side of the counterfoil, you worked out a wrong balance as though a sum of Rs. 900 has been credited on that day in the borrower's LHV A/c with the mala fide intention of cheating the customer ard/or misleading him.
- Again when the party deposited a sum of Rs. 800 on 17-9-83, you worked out a wrong balance. You have done this again only with the intention of misleading the customer.
- On 15-11-83, the above meantioned Sri Om Prakash Gupta, handed over an amount of Rs. 1,000 to you for crediting in the above LHV A/c 9/82. You filled up two counterfoils, one for Rs. 800 and another for Rs. 200 affixed your initials on these and put the stamp cash received. But actually only one pay-in-slip for Rs. 800 was prepared by you which bears cash received stamp and the initals of Cashier Sri T. B. Singh. The entries in the relevant ledgers show that only an amount of

- Rs. 800 was credited to the LHV A/c 9/82 on that day. It is, therefore, evident that an amount of Rs. 200 was again misappropriated by you.
- By your action of misappropriating a sum of Rs. 200 on the above two occasions, you have caused wilful damage to the property of the bank/customer and thereby committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (j) of the Canara Bank Service Code.
- Your above actions being prejudicial to the interest of the bank, you have committed gross misconduct within the meaning of chapter XI, Regulation 3, Clause (m) of the Canara Bank Service Code.

Charge-II

- On 29-6-1983, Sri Adyaprasad Singn, who is maintaining DPN 23/83 account at Sarnath branch handed over a sum of Rs. 300 to you for crediting to his loan account. You failed to credit the amount to the loan account on that day and misappropriated the same. On 29-8-1983, when the customer deposited a turther sum of Rs. 300 in the aforesaid loan account and requested for the counterfoil for Rs. 300 in respect of the remittance of Rs. 300 made by him on 29-6-1983, you prepared a counterfoil for Rs. 300 marked 'Duplicate', but the date stamp of 29-8-83 and gave it to the customer. This counterfoil is initialed by you. Further, you made a fraudulent and fictitious entry for Rs. 300 as on dated 29-6-1983 in the loan ledger to cover up the amount misappropriated by you on that date.
- By your above action of misappropriating of Rs. 300 and manipulating records you have caused wilful damage to the property of the Bank/Customer and thereby caused gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (j) of the Canara Bank Service Code.
- Your above actions being prejudicial to the interest of the Burk you have committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (m) of the Canara Bank Service Code.

CHARGE-III

- On 12-4-1983 Sri Ram Dhani, who is having a VSL account 42/81 handed over a sum of Rs. 800 to you for crediting in his loan account. You with fraudulent intentions filled up with the pay-in-slip for a lower amount of Rs. 600 but prepared the counterfoil for Rs. 800. The pay-in-slip for Rs. 600 hears 'Cash Received' stamp as well as the initials of the Cashier Sri R. N. Singh, while the counterfoil (which vou deliberately prepared for Rs. 800) bears you initials and date stamp only. The entries in the corresponding ledgers show that only an amount of Rs. 600 was credited to VLS 42/81 on 12-4-1983. You have thus misappropriated a sum of Rs. 200. Further, on the counterfoil you worked out a wrong balance with the mala fide intention of cheating the customer and/or misleading him.
- By your action of misappropriating a sum of Rs. 200 you have caused wilful damage to the properties of the Bank/Customer and thereby committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (m) of the Canara Bank Service Code.

CHARÒE-JV

On 25-10-83, a cheque bearing No. 797809 for Rs. 600 issued by Sri B. B. Lal who is having an SB A/c. 142 at Samath branch was presented for payment when the balance in his account on that day was Rs. 87.08. You made a fictitious credit of Rs. 600 in the ledger so that the cheque would be passed. Pursuant to this, the cheque was passed. The cheque was passed by yourself. But on 15-11-1983, when the balancing of ledgers was to the tallied, you struct off the fictitious entry and altered the date of payment of cheque from 25-10-1983 to 15-11-1983 and the debit balance of Rs. 512.92 was noted in red ink in the ledger folio.

"Thus you have manipulated/tampered with the records of the Bank to enable the account holder to withdraw an amount! of Rs. 600 and thereby caused wilful damage to the property of the Bank and thereby committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (j) of the Canara Bank Service! Code.

Your above actions being prejudicial to the interests of the Bank you have committed gross misconduct within the meaning of Chapter XI, Regulation 3, Clause (m) of the Canara Bank Service Code.

- 8. Ext. M-4, is the copy of inquiry report dated 15th January, 1985. From the report it is evident that the inquiry officer Sri N. Srinivasa Rao held as proved all the charges of the two charge sheets. Ext. M-5 is the copy of recommendation made by the E.O. regarding the proposed punishment to be awarded to the workman in respect of the proved charges. In respect of the first chargesheet he recommended stoppage of two increments with cummulative effect as contemplated under Chapter XI, Regulation 4(d) read R/W Chapter VIII Clause 5(2) of Canara Bank Service Code and in respect of the third chargesheet dated 11th April, 1984 he recommended dismissal from service as contemplated under Chapter XI Regulation 4(g) of Canara Bank Service Code in respect of the first three charges and stoppage of two increments with cummulative effect under Chapter XI in the manner referred to in respect of the first chargesheet.
- 9. Ext. M-6, is the copy of order dated (illigible) awarding the punishment of dismissal from service of the Bank under Chapter XI Regulation Clause (g) of the Canara Bank Service Code in respect of the third chargesheet. Ext. M-7 is the copy of order dated 5th March, 1986 of the appellate authority dismissing the appeal preferred by the workman.
- 10. On the quantum of punishment Km. Minu Soni has placed reliance on a number of rulings with a view to seek the indulgence by the Tribunal in exercise of its powers u/s, 11-A of the l.D. Act, 1947. The rulings are—
 - Management of Hindustan Machine Tools Bangalore Versus Mohd. Usman and others 1984 SCC (L&S) 1992.
 - Ved Prakash Gupta Versus M/s, Delton Cable India
 (P) Limited 1984 SCC (L&S) 281.
 - Baldeo Singh Versus P.O. Labour Court, Patiala 1987 SCC (Lab.) 1.
 - Jitendra Singh Rathore Versus Sh. Vaidya Nath Ayurved Bhawan Limited & another 1984 SC (L&S) 353.
 - Delhi Cloth & General Mills Company Vs. Shri Ram Fertilizers Karamchari Union 1984 Lab 490 (Raj.).
- 11. The first ruling simply refers to the powers of the Tribunal u/s 11-A of the I.D. Act. It lays down that where the punishment imposed by an employer is itself proportionately excessive, the Tribunal in exercise of its discretion under sec. 11-A of the Act reduce the punishment.
- 12. The rest of the rulings are distinguishable on facts. In none of these rulings the charges were similar to the charges with which the present workman was charged by the management of Canara Bank. In the second ruling there was a charge of abusing a co-worker in filthy language. In the third ruling the charge against the workman was that he failed to discharge his duties as driver properly inasmuch as he caused damage to the Punjab Roadways to the extent of Rs. 22.50 by not the bus to which he was driver from Bhatinda to Nihal Singh via Monga, but rather took back the bus from Jawahar Singh Wala. The charge was held as proved and the disciplinary authority dismissed him from service. The Tribunal found that the departmental inquiry was conducted fairly and properly but the order of dismissal passed by the disciplinary authority was not commensurate with the nature of misconduct. So the Tribunal set aside the order or dismissal from service and reinstated the workman with continuity in service but without any back wages. In the fourth ruling it was held that the Hon'ble High Court under Article 227 would ordinarily interfere with the Award. In the said case the Tribunal awarded reinstatement with half back wages for setting aside the dismissal from service under sec-

tion 11-A of the Act. The nature of charges with which the workman in that case was charged are not given. Thus in this ruling only the question of extent of powers of the Hon'bel High Court regarding interference with the award of the Tribunal was considered by the Supreme Court. In the fifth ruling charges against the workman were that he had threatened a co-worker in the factory premises and of insubordination. The latter charge was not proved. On the first charge his services were terminated but the Tribunal in exercise of its powers u/s 11-A set aside the order of dismissal from service and substitute in it by a lesser punishment of two annual grade increments with cummulative effect.

- 13. In the present case the workman stood charged with fraud misappropriation of money and tempering of bank's record. These charges were altogether different from those referred in the above rulings. If acts of such frauds, misappropriation of money of customers and tempering of bank's records are allowed to go unpunished, the bank will be no where. It will not only lose its customers but it will also run into loss. Such charges of misconduct are definitely of very serious nature. For such proved charges, in my view, there is only punishment i.e. punishment of dismissal from service I do not consider it to be a fit case for interference with the punishment awarded to the workman.
- 14. Hence, I do not find any force in the submissions made by the authorised representative for the workman on the point of quantem of punishment.
- 15. The result, therefore, is that the action of Canara Bank in dismissing the workman from service is held by me as justified. The workman is entitled to no relief.
 - 16. Reference is answered accordingly.

ARJAN DEV, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. मा. 508 .— औद्योगिक विवाव मिधिनियम 1947 (1947 का 14) की धारा 17 के म्रनुसरण में केन्द्रीय सरकार बैंक ऑफ बड़ौदा के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच म्रनुबंध में निर्विष्ट औद्योगिक विवाध में केन्द्रीय सरकार औद्योगिक मिधकरण कानपुर के पंचपट को प्रकाशित करती है, जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हुमा था।

[संख्या एल-12012/506/88-की-2ए] वी. के. वेणुगोपालन, डैस्क मधिकारी

New Delhi, the 18th February, 1993

5.O. 508.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure in the Industrial Dispute between the employers in relation to the management of Bank of Baroda and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-12012/506/88-D2A] V. K. VENUGOPALAN, Desk Officer

ANNEXURE

BEFORE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR.

Industrial Dispute No. 58 of 1989

In the matter of dispute between:

The Dy. General Secretary, C/o Bank of Baroda, 90/165, Dua Market Chamra Mandi, Kanpur,

AND

Regional Manager, Bank of Baroda, Lucknow Region. 19-Ve Road, Lucknow.

AWARD

1. The Central Government, Ministry of Labour, vide its Notification No. L-12012/506/88-D2(A), dated 20-2-89, has referred the following dispute for adjudication to this Tribunal:—

Whether the action of the management of Bank of Baroda in terminating the services of Srl Ram Krishna and not considering him for further employment while recruiting fresh hands under section 25-H of the I.D. Act is justified? If not, to what relief is the workman entitled?

- 2. In this case the management filed its written statement on 1-6-90. Thereafter the case was fixed for filing of the rejoinder on behalf of the workman on 23-7-90. I may state here that no rejoinder was filed till 14-1-91 by the workman/Union and when the case was taken up on 18 2-91 opportunity to file ejoinder by the Union was closed and the case was fixed for filing of the affidavit evidence by the Union/workman. When no affidavit evidence was filed by the Union till 6-12-91, the Tribunal ultimately ordered that it is a fit case for passing a no claim award and the file was reserved for giving a no claim award in the case.
- 3. On 9-12-91, an application for reculling the order dt. 6-12-91 was moved on behalf of the Union and a date for its disposal was fixed as 20-1-92. The Union's application dated 9-12-91 was finally disposed off on 15-1-93 in negative, i.e. to say that the said application dated 9-12-91 for recalling of order dated 6-12-91 was rejected by the Tribunal finding no sufficient grounds.
- 4. Therefore, from the conduct of the Union/workman it appears that they are not interested in the prosecution of the case, as such a no claim award is given in the case against the Union/workman.

ARJAN DEV, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का. श्रा. 509 .— औद्योगिक विवाद ग्रधिनियम 1947 (1947 का 14) की धारा 17 के ग्रनुसरण में केन्द्रीय सरकार, पंजाब नेगनल बैंक के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच ग्रनुबंध में निर्दिष्ट औद्योगिक विवाद में केन्द्रीय सरकार औद्योगिक ग्रधिकरण कानपुर के पंचपट को प्रकाशित करती है जो केन्द्रीय सरकार को 17-2-1993 को प्राप्त हमा था।

[संख्या एल-12012/636/87-की-2(ए)] वी. के. वेणुगोपालन, क्रैस्क मधिकारी

New Delhi, the 18th February, 1993

S.O. 509.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947) the Central Government hereby publishes the Award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure in the Industrial Dispute between the employers in relation to the management of Punjab National Bank and their workmen, which was received by the Central Government on 17-2-1993.

[No. L-12012/636/87-D2A]

V. K. VENUGOPALAN, Dosk Officed

ANNEXURE

BEFORE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute No. 124 of 1988

In the matter of dispute between:

Secretary, Punjab National Bank Staff Association, C/O Punjab National Bank, Amroha Gate, Moradabad.

AND

The Regional Manager, Punjab National Bank, Moradabad.

AWARD

1. The Central Government, Ministry of Labour, vide its Notification No. L-12012/636/87-D.2(A) dated 4-10-88 has referred the following dispute for adjudication to this Tribunal:—

Whether the action of the management of Punjab National Bank, Moradabad, in ordering a second inquiry on the chargesheet dated 10-9-85 issued to Sri G. P. Tandon, Spl. Assistant, after the inquiry on the same charges which were once completed and the lindings of the inquiry officer were submitted to him is justified? If not to what relief is the workman entitled?

- 2. The admitted facts are that the workman while he was working as Special Assistant at Amroha Gate Branch, Moradabad was served with a chargesheet dated 10-9-85. The charges were denied by the workman by means of his letter dated 14-9-85. Sri Sidharth Kapoor who was appointed as E.O. conducted the inquiry and gave his findings on 24-11-86. On receipt of findings, the disciplinary authority vide his order dated 2-2-87 ordered fresh inquiry as the workman was not given opportunity to cross examine the main witness.
- 3. The aforesaid order dated 2-2-87 has been challenged by the Union on the ground that it was an arbitrary and mala fide order. It was beyond the powers of the disciplinary authority to pass such an order. The order being illegal should be set aside and the management of the bank be restrained to hold any further inquiry against the workman in respect of the chargesheet dated 10-9-85.
- 4. On the other hand the management plead that the order passed by the disciplinary authority is perfectly legal order. It does not suffer from any infirmity. It was not passed mala fide.
- 5. On 28-3-90, the management moved an application for amendment of the written statement seeking to add the following plea by way of preliminary objection—

That since no action whatsoever has yet been taken by the disciplinary authority on the report submitted by the E.O., the reference to the Hon'ble Tribunal is bad in the eyes of law and the same is premature.

The application was allowed but it appears that the management's authorised representative failed to incorporate the amendment in the written statement. Any way being a legal plea, it could had been taken notice of by the tribunal. Moreover, I may state here that during the course of arguments both sides made their submissions in respect of this legal plea.

6. From the inquiry report it appears that there were three charges against the workman, Charges nos. one and two were held as proved by the E.O. and charge no. 3 was held as not proved. In his inquiry report the E.O. described charge no. 3 as consisting of two limbs. The first limb referred to the refusal by the chargesheeted employee to receive a letter on 29-8-85 despite efforts made by the management and the second limb of the charge referred to the entry of the chargesheeted employee alongwith others in the cabin of the Manager and getting the office order cancelled by threatening the manager of dire consequences. As said above charge no. 3 was held as not proved by the E.O. With regard to the second limb of this charge. E.O. in para 10 of his report observed as under—

This takes us to the second limb of the charge, At the outset it may be stated that all the defence witnesses namely Poorav WW1 Sri Parashar WW-2, Sri Tondon WW-3 and Sri Singh WW-4 have deposed to the effect that nobody came to their branch on 29-8-85 and also there took place no altercation between the Manager and Sri Tondon. It is also vital to point out here that on this point there is no cross examination of Sri Tandon by the Presenting Officer Further, Sri Pramod Kumar MW-2 stated that he

had no knowledge of any incident having taken place on 29-8-85. Now MW 1 and MW 3 also do not say that during the alleged altercation they were present in the Manager's cabin. Further the most important witness that is the Manager has not been produced in the witness box and instead has been assigned the role of Presenting Officer. He would have been the best persons to depose as to the true facts.

I may state here that Mr. S. P. Uppal who was the management's representative at the departmental inquiry was the Manager of the Branch and it was about him that the E.O. made the observation that the most important witness was not produced in the witness box on the charge.

- 6. Ext. W-1 is the copy of order dated 2-2-87 of Sri R. K. Sharma, Regional Manager, Disciplinary Authority. In his said order Sri Sharma observed that after going through the inquiry proceedings and the inquiry report he found that the chargesheeted employee had not been given opportunity to cross examine Sri S. P. Uppal, Manager, Amroha Gate of the Moradabad who was the principal witness. Therefore in his view it was not proper to take any decision on the basis of the report submitted by the F.O. He therefore decided to set up a inquiry in the above charges, afresh by appointing the same officer as E.O. and Sri D. S. Shukla as Presenting Officer in place of Sri S. P. Uppal.
- 7. It is this order of the disciplinary authority which has been challenged by the Union on tehalf of the workman, according to Sri B. P. Saxena, the auth. representative for the Union no such order could have been passed by the Disciplinary Authority as it was beyond his powers. He could not have ordered a fresh inquiry and allowed Sri S. P. Uppal, Manager to be examined on the inquiry. According to him there is no provisions in the Bipartite Settlement for passing such an order. On the other hand, it has been argued by Sri A. K. Jha, the authorised representative for the management, that the reference order is bad in law as it is premature. In support of it he has relied upon a ruling g ven by the Hon'ble Supreme Court in C.A. No. 1137 of 1975 Chanan Singh Versus Registrat Cooperative Societies Punjab decided on March 18, 1976. I have gone through this ruling and find that it fully applies to the facts of the persent case. In the said case the Secretary of the Bank inquired into the allegations of misconduct against the appellant. Thereafter the Secretary issued a notice to the appellant to show cause why his next increments should not be stopped by way of punishment. Satisfied with the explanation given by the appellant to the show cause notice the Secretary dropped the proceedings. However the Managing Director took the view that the Secretary had no power to inflict punishment on the employee of the bank. He was of the view that proceedings terminating in exone-ration of the appellant were invalid. He, therefore, passed an order that after considering the inquiry report he was provisionally of the view to impose upon the appellant the penalty of dismissal from bank's service. The Managine Director issued a show cause notice to the appellant in this regard It was against this order that the writ netition was filed by the appellant. The Hon'ble Supreme Court observed that the writ petition was premature inasmuch as no punitive action has been taken as yet against the appellant. It is difficult to state apart from speculation what the out come of proceedings would be. In case the appellant is punished it is certainly over to him atthem. ly open to him either to file an appeal as provided in the relevant rules or to take other action as he may be advised. After making the e observations their Lordships of the Supreme Court dismissed the appeal.
- 8. Sri B. P. Saxena, the authorised representative for the Union could not site any law contrary to it. Therefore, it will have to be held that the reference is bad in law as it is premature, i.e., to say no publifive action has as yet been taken against the workman by the management.
- 9. Even on facts I do not find sufficient grounds in the challenge thrown by the Union to the order dated 2nd February, 1987 of the Disciplinary Authority. The F.O. derives his howers from the Disciplinary Authority. The discinlinary authority can himself held the inquiry against the charge-sheeled combines or get inquiry conducted through an officer subordinate to him. If the officer entrusted with the inquiry

has failed to examine any material witness, the disciplinary authority is within its power to pass an order directing the inquiry officer to examine that material witness and give the chargesheeted employee an opportunity to cross examine the said witness and to lead any further evidence in defence in view of the examination of the fresh witness by the management. For the examination of this power by the disciplinary authority we have not to see any provisions of the bipartite settlement. Such a power is inherent in the disciplinary authority. As earlier observed the E.O. is simple an agent. The extended area of the Disciplinary Authority.

- 10. There is no doubt that the disciplinary authority while passing an order could not express himself, well. It is no fault of his as he is not supposed to be a legal man. We have simply to look to his intention. In fact he should have stated in the order that Sri S. P. Uppal Manager Amroha Gate, Moradabad Branch should have been examined at the inquiry on behalf of the mgt. as he was the principal witness. The question of giving of opportunity to cross examine the manager would have arisen had he been examined at the inquiry and had the chargesheeted employee been not given an opportunity to cross examine him.
- 11. By this order the charge is not washed out. The charges are still against the workman. In this regard I would like to refer to the ruling in the case of K. R. Venkatachalam Versus State of Tamilnadu, 1992 I ab IC 1759 Madras. It was a case in which inquiry into charges of misconduct were held against the Assistant Executive Engineer. The E.O. submitted his report on 7th November, 1979. On receipt of the said report the State Government noticed certain defects in the proceedings and ordered a fresh inquiry by means of order dated 14th January, 1980. The defects noticed by the State Government are found referred at page 1761 of the ruling. After examining the question in the light of Tamil Nadu Civil Services (CCA) Rules, it was observed that where before the submissions of the report or after the defects in the inquiry are noticed and a rectification is found desirable, we think it will be permissible for such rectification. Accordingly no fault can be found with the Government order dated 14th January, 1980. Thus even on merits I find no force in the challenge given by the Union on behalf of the workman to the order dated 2nd February, 1987 of the Disciplinary Authority. Held that the reference is bad in law as it is premature and in the alternative it is held that the action of the management of the bank in ordering the second inquiry in respect of the charge-linet dated 10th September, 1985 against the workman is not unjustified.
 - 12. The reference is answered accordingly.

 ARJAN DEV, Presiding Officer

नई दिल्ली, 18 फरवरी, 1993

का.श्रा. 510 .— श्रीशोगिक विवाद ग्रिधिनियम, 1947 (1947 का 14) की धारा 17 के अनुसरण में केन्द्रीय सरकार, इलाहबाद बैंक के प्रबंधतंत्र के संबद्ध नियोजकों और उनके कर्मकारों के बीच धनुबंध में निर्दिष्ट आंशोगिक विवाद में केन्द्रीय सरकार औंशोगिक श्रधिकरण कान्पुर के पंचपट को प्रकाणित करनी है जो केन्द्रीय सरकार को 17-2-93 को प्राप्त हथा था।

[संख्या एत-12012/128/92-आई आर बी-2] वी. के. बेणुगोपालन, टैस्क प्रधिकारी

New Delhi, the 18th February, 1993

S.O. 510.—In pursuance of Section 17 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government acteby publishes the Award of the Central Government Industrial Tribunal, Kanpur as shown in the Annexure in Industrial Dispute between the employers in relation to the principle of Allahabad Bank and their workmen, which was received by the Central Government on 17th February, 1993.

[No. L-12012/128/92-JRBIII] V. K. VENUGOPALAN, Desk Officer

ANNEXURE

BEFORE SRI ARJAN DEV, PRESIDING OFFICER, CENTRAL GOVERNMENT INDUSTRIAL TRIBUNAL-CUM-LABOUR COURT, PANDU NAGAR, KANPUR

Industrial Dispute 95 of 1992

In the matter of dispute between:
The Secretary,
Allahabad Bank Staff Association,
(/o Allahabad Bank,
Ujriyawan Branch,
Lucknow.

AND

Dy General Manager. Allahabad Bank Hazaratganj, Lucknow.

AWARD

1. The Central Government Ministry of Labour vide its notification No. L-12012/128/92/I.R. B-2 dated 28th August, 1992, has referred the following dispute for adjudication to this Tribunal:—

Whether the action of the management of Allahabad Bank in not posting Sri Harihar Prasad Singh (SI, No. 57 of the list of selected candidates) at Malihabad Rae Bareilli branches and posting of persons appearing at SI. No. 58, 61 and 74 of the list of these branches, is justified? If not, what reflef Shri Harihar Prasad Singh is entitled to?

- 2. In this case despite issue of notices to the workman, neither he attended the case nor any body else authorised in this behalf. No claim statement has been filed by the workman. On 16th November, 1992 Sri A. P. Saxena appeared on behalf of the management.
- 3. It, therefore, appears that the workman is not interested in prosecuting the case. As such a no claim award is given in the case.
 - 4. Reference is answered accordingly.

ARJAN DEV, Presiding Officer

नई विस्ली, 22 फरवरी, 1 893

का. न्ना. 511. — केन्द्रीय सरकार ने यह समाधान हो पर कि लोकहित में ऐसा करना श्रपेक्षित विवाद ग्रधिनियम 1947 (1947 का 14) की धारा 2 के खण्ड (ϵ) के उपखण्ड (\mathbf{V}) के उपबंधों के ग्रनसरण में भारत सरकार के श्रम मंत्रालय की ग्रिधि-संख्या का. 2524 दिनांक श्रा. 4 सितम्बर. 1992 भारत सरकार टकसाल, - ऋधिनियम के प्रयोजनों के लिए 👍 सितम्बर, 1992 में छह मान की कालावधि के लिए लोक उपयोगी सेवाघोषित कियाथा;

और केव्हीय सरकार की राय है कि लोकहित में उक्त कालाविध को छड़ भास की ओर कालाविध के लिए बढ़ाया जाना श्रपेक्षित है,

श्रतः अञ औद्योगिक विवाद स्रधितियम, 1947 (1947 का 14) की धारा 2 के खण्ड (ह) के उपखण्ड (VI) के परन्तुक द्वारा प्रदत्त गक्तियों का प्रयोग करते हुए केन्द्रीय सरकार उक्त उद्योग को उक्त श्रधितियम के प्रयोजनों के लिए 4 मार्च, 1993 से छः माह की और कालाविध के लिए लोक उपयोगी सेवा घोषित करती है।

[फ़ाः सं एस-11017/6/°5-डी-[-(ए)] एसः एसः परागरः, अवर मचिव New Delhi, the 22nd February, 1993

S.O. 511.—Whereas the Central Government having been satisfied that the public interest so required had, in pursuance of the provisions of sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947), declared by the notification of the Government of India in the Ministry of Labour No. S.O. 2524 dated the 4th September, 1992 the India Government Mint, Calcutta to be a public utility service for the purposes of the said Act, for a period of six months, from the 4th September, 1992;

And whereas, the Central Government is of opinion that the public interest requires the extension of the said period by a further period of six months;

Now, therefore, in exercise of the powers conferred by the proviso to sub-clause (vi) of clause (n) of section 2 of the Industrial Disputes Act, 1947 (14 of 1947), the Central Government hereby declares the said industry to be a public utility service for the purpose of the said Act, for a further period of six months from the 4th March, 1993.

[No. S-11017/6/85-D.I(A)] S. S. PRASHER, Under Secy.

नई दिल्ली, 22 फरवरी, 1993

का. श्रा. 512.—केन्द्रीय सरकार कर्मचारी राज्य बीमा श्रिष्टिन्यम, 1948 (1948 का 34) की धारा 91क के साथ पठित धारा 88 दारा प्रदत्त शक्तियों का प्रयोग करते हुए उक्त श्रिधिनियम प्रवर्तन से मैसर्स इंडियन इंग्स एण्ड फरमास्यूटिकस्स लिमिटेड बीरभद्र (ऋषिकेश) नियुक्त नियमित कर्मचारियों को 24-11-1981 से 24-6-1988 तक की जिसमें यह दिनांक भी सम्मिलित है की ग्रवधि के लिए छ्ट प्रदान करती है।

- 2. पूर्वोक्त छूट की शर्ते निम्नलिखित हैं ग्रर्थात्:--
- (1) पूर्वोक्त कारखाना, जिसमें कर्मचारी नियोजित हैं, एक रजिस्टर रखेगा जिसमें छूट प्राप्त कर्मचारियों के नाम और पदाभिधान दिखाये जायेंगे;
- (2) इस छट के होते हुए भी कर्मचारी उक्त प्रधि-नियम के अधीन ऐसी प्रमुविधाए प्राप्त करते रहेगें, जिनको पाने के लिए वे इस अधिसूचना द्वारा दी गई छुट के प्रवत्त होने की तारीख से पूर्व संदत्त श्रभिदायों के आधार पर हकदार हो जाते ;
- (3) छूट प्राप्त ध्रवधि के लिए यदि कोई ग्रिभदाय पहले ही किए जा चुके हों तो वे वापस नहीं किए जायेंगे;
- कारखाने का नियोजक उस प्रवधि (🗜) उक्त जिसके दौरान उस कारखाने की बाबन स्रिधिनियम प्रवर्तमान था (जिसे इसमें श्रवधि" कहा गया है) "उक्त पश्चात इसके हे सी विवरणियां, ऐसे प्रारुप में और ऐसी विशिष्टियां सहित देगा जो कर्मचारी राज्य बीमा (साधारण) विनियम, 1950 ग्रवीन उनत प्रवधि की बाबत देती थी:

- (5) निगम द्वारा उक्त श्रिश्वनियम की धारा 45 की उपधारा (1) के श्रिधीन नियुक्त किया गया कोई निरीक्षक, या निगम का इस निमित्त प्राधिकृत कोई श्रुम्य पदधारी :
- (i) धारा 44 की उपधारा (1) के प्रधीन, उक्त प्रविध की बाबत दी गई किसी विवरणी की विशिष्टयों को सत्यापित करने के प्रयोजनार्थ.
- (ii) यह ग्रभिनिध्चित करने के प्रयोजनार्थ कि कर्मजारी राज्य बीमा (साधारण) विनियम यथा भ्रपेक्षित रजिस्टर ग्रमिलेख के लिए रखे गये उक्त ग्रवधि थे या नहीं, या
- (iii) यह स्रभिनिष्चित करने के प्रयोजनार्थ कि कर्म चारी नियोजक दिये द्वारा गए उन पायदो को जिसके प्रतिफल स्वरूप इस ग्रधि-के ग्रधीन छट़ दीजा रही है, नकद में और वस्तु रूप में पाने का हकदार बना हुन्ना है या नहीं, या
- (iv) यह श्रिभिनिधित्रन करने के प्रयोजनार्थ कि उस स्रविधि के दौरान जब उक्त कारखाने के संबंध में श्रिधिनियम के उपबन्ध प्रवृत्त थे; ऐसे किन्हीं उपबन्धों का श्रनुपालन किया गया था या नहीं;

निम्नलिखित कार्य करने के लिए सशक्त होगा :--

- (क) प्रधात या अञ्चलहित नियोजक ने आंक्षा करने कि वह उसे ऐसी जानकारी दे जिसे उपरोक्त निरीक्षक या अन्य पदधारी साव-स्थक समझता है,
- (खा) ऐसे नियोजक या श्रव्यवहित के प्रधान श्रधिभोगाधीन विसी कारखाने, कार्यालय या अन्य परिसर में किसी भी उचित समय पर प्रवेश करना और उसके मे यह ग्रपेक्षा करना कि वह व्यक्तियो नियोजन और मजदूरी के संदाय में संबंधित बहियां और श्रन्य दस्तावेज, ऐसे लेखा निरीक्षक प्रन्य पदधारी के समक्ष उनकी परीक्षाकरने ऐसी जानकारी दे जिसे वे श्रावण्यक समझते हैं, या
- (ग) प्रधान या अव्यवहित नियोजक की, उसके श्रिभकर्ता या सेवक की या ऐसे किसी व्यक्ति की जो ऐसे कारखाने, स्थापन, कार्यान्य या अन्य परिसर में पाया जाए, या ऐसे फिसी व्यक्ति की जिसके बारे में उक्त निरीक्षक या श्रन्य पद्धारी के पास यह विस्थास करने का

- युक्तियुक्त कारण है कि वह कर्मचारी हैं परीक्षा करना, या
- (घ) ऐसे कारखाने, स्थापन, कार्यालय या श्रन्य परिसर मे रखे गये किमी र्राजस्टर, लेखाबही या श्रन्य दस्तावेज की नकल तैयार करना या उसमे उद्धरण लेना ।

[संख्या एस-38014/9/91—एस-एस-1] जय प्रकाश शृक्त, श्र**दर** सचित्र

स्पष्टीकरण ज्ञापन

में छटटी को भृतलक्षी प्रभाव देना प्रावश्यक हो गया है क्योंकि छट के श्रायेदन पर कार्यवाही करने समय लगा था, किन्त् यह प्रमाणितः किया जाना को भूतलक्षी प्रभाव से किसी व्यक्ति के हित प्रतिकल प्रभाव नहीं पड़ेगा।

New Delhi, the 22nd February, 1993

- S.O. 512.—In exercise of the power conferred by section 88 read with section 91-A of the Employee's State Insurance Act, 1948 (34 of 1948) the Central Government hereby exempts the regular employees of M/s. Indian Drugs & Phermaceuticals Limited, Virbhadra, Rishikesh, from the operation of the said Act for a period with effect from 24th November, 1981 upto and inclusive of 24th June, 1988.
- 2. The above exemption is subject to the following conditions, namely:—
 - (1) The aforesaid establishment wherein the employees are employed shall maintain a register showing the name and designations of the exempted employees;
 - (2) Notwithstanding this exemption, the employees shall continue to receive such benefits under the said Act to which they might have become entitled to on the basis of the contributions paid prior to the date from which exemption granted by this notification operates;
 - The contributions for the exempted period, if already paid, shall not be refunded;
 - (4) The employer of the said factory/establishment shall submit in respect of the period during which that factory was subject to the operation of the said Act (hereinafter referred to as the said period), such returns in such form and containing such particulars as were due from it in respect of the said period under the Employees' State Insurance (General) Regulations, 1950;
 - (5) Any Inspector appointed by the Corporation under Sub-section (1) of Section 45 of the said Act, or other official of the Corporation authorised in this behalf shall, for the purpose of:—
 - (i) verifying the particulars contained in any return submitted under sub-section (1) of Section 44 of the said period; or
 - (ii) ascertaining whether registers and records were maintained as required by the Employees State Insurance (General) Regulations, 1950 for the said period; or

- (iii) ascertaining whether the employees continue to be entitled to benefits provided by the employer in cash and kind being benefits in consideration of which exemption is being granted under this notification; or
- (iv) ascertaining whether any of the provisions of the Act had been complied with during the period when such provisions were in force in relation to the said factory to empowered to:
- (a) require the principal or immediate employer to furnish to him such information as he may consider necessary; or
- (b) enter any factory, establishment, office or other premises occupied by such principal or immediate employer at any reasonable time and require any person found incharge thereof to produce to such inspector or other official and allow him to examine accounts, books and other documents relating to the employment of personal and payment of wages or to furnish to him such information as he may consider necessary; or
- (c) examine the principal or immediate employer, his agent or servant, or any person found in such factory, establishment, office or other premises or any person whom the said inspector or other official has reasonable cause to believe to have been an employee; or
- (d) make copies of or take extracts from any register, account book or other document maintained in such factory, establishment, office or other premises.

[No. S-38014/9/91-S.S.I.] J. P. SHUKLA, Under Secy.

EXPLANATORY MEMORANDUM

It has become necessary to give retrospective effect to the exemption in this case as processing of the applications for exemption took time. However, it is certified that the grant of exemption with retrospective effect will not affect the interest of anybody adversely.

नई दिल्ली 23 फरवरी, 1993

का. आ. 513.—कर्मचारी राज्य बीमा अधिनियम, 1948(1948 का 34) की धारा 1 की उपधारा (3) द्वारा प्रदत्त शक्तियों का प्रयोग करते हए केन्द्रीय सरकार 1-3-93 को उस तारीख के रूप में नियत करती है जिसको उक्त श्रधिनियम के श्रध्याय-4 (धारा -44 और 45 के सिवाय जो पहले ही प्रवत्त की जा चकी है और अध्याय-5 और 6- धारा - 76 की उपधारा और धारा 77,78,79 और 81 के सिवाय जो ही प्रवृत्त की जाचुकी है) के उपबन्ध तमिलनाडु राज्य निम्नलिखित क्षेत्र प्रवत्त होगे, श्रर्थात्:---

"जिला कमराजार के तालुक विरुधनगर में राजस्व ग्राम पावली और चतरारेडियापट्टी के श्रन्तंगत श्राने वाले क्षेत्र ।"

[संख्या एस-38013/4/93- एस.एस.**]**]

जे. पी. शुक्ला, श्रवर सचिव

New Delhi, the 23rd February, 1993

S.O. 513.—In exercise of the powers conferred by subsection (3) of Section 1 of the Employees' State Insurance Act, 1948 (34 of 1948) the Central Government hereby appoints the 1-3-1993 as the date on which the provisions of Chapter IV (except Sections 44 and 45 which have already been brought in force and Chapter V and VI except sub-section (1) of Section 76 and Sections 77, 78, 79 and 81 which have already been brought into force) of the said Act shall come into force in the following areas in the State of Tamil Nadu namely:—

"Area comprising the revenue village of Pavali and Chatra-reddiapatti in Virudhunagar taluk of Kemarajar District".

[No. S-38013/4/93-S.S.I]

J. P. SHUKLA, Under Secy,

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